

Thursday April 11 1991
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Austria	100.00	Italy	100.00	Poland	100.00
Belgium	100.00	Japan	100.00	Portugal	100.00
Canada	100.00	South Korea	100.00	Spain	100.00
Denmark	100.00	Taiwan	100.00	Sweden	100.00
France	100.00	Thailand	100.00	Switzerland	100.00
Germany	100.00	Turkey	100.00	UK	100.00
Greece	100.00	USA	100.00		
Hungary	100.00				
India	100.00				
Indonesia	100.00				

EUROPE'S BUSINESS NEWSPAPER

FINANCIAL TIMES

US ECONOMY

Bickering within the Fed

Page 3

FT No. 31,426

Friday April 12 1991

D 8523A

World News Business Summary

Soviets offer concessions to off-shore investors

Soviet Prime Minister Valentin Pavlov is expected shortly to unveil a programme to woo foreign investors to the Soviet Union by offering them big concessions in oil, gas, timber and other primary industries.

140 die at sea

About 140 people were feared drowned or burned to death in an inferno of blazing oil after a car ferry collided with an oil tanker in thick fog just off the northwest Italian coast.

Shuttle safely home

The space shuttle Atlantis touched down at Edwards Air Force base, California, after an extended five-day mission in which astronauts walked in space and launched a \$67m observatory.

Finnish poll result

Finnish President Mauno Koivisto asked Centre party chairman Esko Aho to form a government following the party's substantial gains in last month's elections.

Truehand staff to go

Truehand, the agency privatising east German industry, said four of five employees had been sacked on suspicion of fraud.

China executes 19

Nineteen convicted criminals, aged between 18-30, were executed for serious crimes in the southern city of Canton, the Hong Kong-based China News Service said.

Peru epidemic flares

Peru's health minister said the country's cholera epidemic had flared again, claiming about 40 lives a day this week. Officials projected a further 70,000 cases in the next two months.

Oil tanker explodes

An explosion on a Cypriot oil tanker northwest of Genoa broke it in half and killed at least three crew, the ship's agent said. The tanker was carrying 145,000 tonnes of crude oil.

Six presidents meet

Presidents of the six Yugoslav republics held their third crisis session in as many weeks to try to defuse mounting tensions between Serbia and Croatia.

Israeli jobs worry

Israeli officials expressed concern that lack of work for newly arrived Soviet Jewish immigrants was causing a sharp drop in numbers moving to Israel.

Li loses appeal

Ronald Li, the jailed former chairman of the Hong Kong stock exchange, lost his appeal against conviction on corruption charges.

19 bodies in lagoon

Bodies of 19 young people were dragged from a lagoon in Togo's capital Lome after two days of some of the worst anti-government rioting in the West African country's history.

Weekend FT

Tomorrow: In Warsaw shops are full but wallets empty as capitalism comes to Poland

Needle park: the seamy side of Zurich

Ford slashes dividend to save \$650m a year

Ford Motor, US car manufacturer, slashed its dividend to 40 cents, down from the 75 cents it declared for the past nine quarters. The move will save about \$650m a year.

JAPAN'S trade surplus expands

JAPAN'S trade surplus expanded rapidly in March. Seasonally adjusted, the surplus was \$7.48bn compared with \$5.07bn in February.

SG Warburg, merchant bank, has been chosen to mastermind the sale of part of the UK government's stake in British Telecom.

SPZ, Société Française de Radiotéléphonie - French private sector radio telephone operator - ordered equipment worth an estimated FF130m (\$20m) to equip its newly authorised communications network.

MARKETS: Paris recouped early loss as the CAC 40 index closed 8.68 higher at 1,825.60.

Frankfurt DAX index ended 3.45 higher at 1,956.37. Tokyo Nikkei average closed 158.32 up at 26,426.19, after trading in a tight range for most of the day.

Back Page, Section II

AEG, electrical and electronics subsidiary of Daimler-Benz, made net loss of DM205m (\$122m) last year as it struggled with problems in its office equipment and household appliance divisions.

BELL SOUTH, largest of the regional Bell operating companies, and McGraw Hill Communications agreed to exchange interests which will help consolidate US cellular telephone market.

J.P. MORGAN, big New York banking group, said \$270m in the first quarter of the year, helped by a lower US interest rate and higher stock and bond prices.

SUMITOMO, diversified trading house, and four other Japanese companies are to be removed from an Indian blacklist so that India can secure financial aid from Japan to help it over its foreign exchange crisis.

MICRO FOCUS, UK-based software house, announced greatly increased sales and earnings for the third year. Page 16; Lex, Page 14

NATIONALE-Nederlanden, Dutch insurer which merged with NMB Postbank of the Netherlands, reported a 7 per cent decline in 1990 net profit.

DOWTY Group, aerospace components manufacturer, announced plans for a further 1,300 job losses this year in the wake of warning that 1991 could be about 25 per cent down on last year's \$86.4m (\$151.1m). Page 16

INTEL and Advanced Semiconductor, two of Silicon Valley's leading semiconductor manufacturers, reported gains in first-quarter income, signalling strengthening demand for computer chips.

COFFEE: Production at one of the world's largest open-pit mines could be seriously hit if a strike by workers at an oil refinery which supplies Zambia Consolidated Copper Mines with fuel is not settled soon. Commodities, Page 24

STERLING: Pound gained nearly 2 cents against the dollar, and climbed above DM2.99 for the first time since mid-October, as foreign exchanges were positive on its high yield. Currencies, Page 22

STAATSBANK, state-owned German institution, launched DM4m (\$2.2bn) of floating-rate paper through a syndicate of 30 non-German banks led by Swiss Bank Corporation. Capital Markets, Page 20

Attali warns of lengthy restructuring for east Europe

By Peter Norman and Judy Dempsey in London

A WARNING that the restructuring of eastern Europe's economies will be a "very long process" came yesterday from Mr Jacques Attali, president-designate of the new European Bank for Reconstruction and Development.

Outlining his vision for overcoming "five centuries of centralised economies and bureaucracy" in eastern Europe, Mr Attali said the ultimate goal of the bank, which will be formally inaugurated in London next week, was to bring together "the two halves of Europe".

He said that a key object of the 28-member bank would be to create the conditions for establishing democracy, the market economy and the safe environment in the former communist countries.

The bank is being set up by virtually all the nations of Europe, and others including the US, Canada, Japan, and the Soviet Union.

At a news conference in London, Mr Attali said the bank

would seek "special funds" next week from member governments to help establish the creation of financial intermediaries, stock markets, banks, accounting systems and training managers. These funds would be in addition to the bank's capital of Ecu10bn (\$12.2bn) which is being provided by member countries for loans and equity investment.

The bank will have two main divisions: a development bank to aid the modernisation

of east Europe's infrastructure and environment; and a merchant bank which will play a key role in privatisation.

Mr Attali was reluctant to elaborate on the precise projects which are in the pipeline before the inaugural meeting of the bank's board next week.

However, he said that in its lending policies, the bank would be "slightly bolder" than the private sector as it could afford to take a longer view of profitability of the projects.

Mr Attali was at pains to stress that the bank would be a source of talent, ideas, and influence. For this reason, he would recruit only the highest quality of staff. So far, the bank has only 90 full-time employees, against a minimum staff of 250 required to make it viable.

The bank has had a particular problem recruiting a US vice-president since Mr Ernest Stern, a World Bank senior vice-president and Mr Attali's first choice, refused to join the

bank at the end of last year. Yesterday Mr Attali insisted that relations between the US and the EBRD were "very happy", but acknowledged that it was extremely unlikely that a top level US staff member would be appointed in time for next week's ceremonies. Some 30 heads of governments will attend the inauguration, which will include an informal summit conference on the future shape of Europe.

Pöhl satisfied that German inflation will remain low

By Stewart Fleming in Frankfurt and David Goodhart in Bonn

FEARS of an imminent rise in official German interest rates were played down yesterday by Mr Karl Otto Pöhl, president of the German Bundesbank.

Speaking to foreign journalists in Frankfurt before Sunday's meeting of finance ministers from the Group of Seven leading industrial countries, Mr Pöhl expressed satisfaction that the German inflation rate had been kept below 3 per cent.

This was in spite of strong economic growth and rise in public sector borrowing.

"We are hoping that we can contradict the forecasters who are predicting an acceleration in inflation," Mr Pöhl said. The west German inflation rate fell slightly to 2.8 per cent in March from 2.7 per cent in February.

Mr Pöhl said the outlook for inflation was "slightly" worse than it used to be but pointed out that Germany still had the lowest interest rates in Europe and one of the lowest inflation rates in the world.

The Bundesbank president said that there was evidence that the tight monetary policy which the central bank had been following had gained credibility in the financial markets.

He also pointed to the performance of German money supply as evidence of the Bundesbank's "so far" successful anti-inflationary policy.

"So far as the monetary aggregates are concerned, we are quite satisfied," he said.

He pointed out that the M3 measure of money supply was below the Bundesbank's target in spite of the "rather generous liquidity that has been supplied to the financial markets."

"We are succeeding in mopping up this overshoot," he said.

Government officials in Bonn have recently expressed concern about the budget deficit



Chancellor Kohl, meeting US trade secretary Nicholas Brady in Bonn yesterday, blamed recent German unrest on certain union leaders' "pitiful theatrics".

after the recent shift to a more interventionist strategy in east Germany.

Some officials fear that the new strategy may have come too late to stop a summer of escalating protest in east Germany. But Chancellor Helmut Kohl yesterday placed the blame for much of the unrest in east Germany on the "pitiful theatrics" of certain trade union leaders.

While Mr Kohl excluded leaders of the German trade union

grouping, the DGB, "who are emphatically supporting strategy to use the Monday demonstrations in Leipzig for their own political ends. The DGB has said it will no longer be taking part in the Monday protests but some individual unions have rejected that line."

A more guarded assessment of the current situation than Mr Pöhl's came yesterday from Mr Dieter Hiss, president of the Berlin State

Bank and a member of the Bundesbank's policy making council.

In comments apparently directed at a domestic German audience, Mr Hiss warned that recent wage rises, together with a surge in imports stimulated by the weakened D-Mark, meant that a further increase in interest rates could not be ruled out.

Truehand fraud claim, Page 2

Kuwait plans series of loans to fund post-war reconstruction

By Peter Montagnon, World Trade Editor, in London

KUWAIT plans to finance the rehabilitation of its war-ravaged infrastructure through a series of "mini-jumbo" loans of between \$5m and \$7m apiece, a senior British merchant banker said yesterday on his return from the emirate.

Lord Limerick, chairman of the City-Kuwait co-ordination group and recently retired head of British Invisibles, the export promotion body, said Kuwaiti financial officials had dropped the idea of a single mammoth loan.

Mr Peter Lilley, UK trade and industry secretary, said up to 800 oil wells in Kuwait are either on fire or gushing out of control, making the damage left by Iraq far greater than previously thought. Estimates have before spoken of 500 wells gushing or on fire.

Speaking on his return from Kuwait at the head of a British business mission, Mr Lilley said that the country's needs for infrastructure reconstruction had been over-estimated.

Executives accompanying him said the intense heat generated by the fires and unex-

posed ordinance had prevented anyone even entering large tracts of Kuwait's main Burgan oil field to inspect the damage since the Iraqis left.

Lord Limerick's remarks are likely to be seized on in the international capital markets where bankers have been anxiously awaiting clues from the Kuwaiti authorities as to how they will set about financing their country's reconstruction.

The banker, who was also on the mission, said the Kuwaiti borrowings would be targeted towards lenders in the various countries where Kuwait's extensive financial assets are held.

Kuwaiti officials had given no indication of how much they would need to borrow in total, but he expected the borrowings to be secured against the country's overseas assets.

"Their present attitude is that they are not going to be selling external investments," he said.

These were estimated to exceed \$100bn before the Gulf war, although realisable assets

may now have shrunk to less than half this amount. Previous reports have suggested that Kuwait would seek to borrow a total of \$20bn, possibly under the co-ordination of Morgan Guaranty of the US.

Lord Limerick said Kuwait was adopting a very cautious approach to the borrowing and was in no hurry. It wanted to establish a good name for itself in the marketplace so that it could borrow at favourable rates, he said.

His domestic banks were now resuming trade finance activities and able to issue letters of credit, he added.

Mr Lilley reassured British exporters at a press conference that short and medium term cover would be available from the Export Credits Guarantee Department for UK exports to Kuwait.

With the emergency rehabilitation phase now drawing to a close, the time had now come to begin work on the second reconstruction phase which would involve much larger deals.

Oil well damage, Page 4

US insists Iraq complying with relief demands

By Lionel Barber in Washington, Robert Mauthner in London, William DuBois in Geneva

THE US yesterday sought to play down reports by Kurdish rebel forces of Iraqi army attacks against refugees in northern Iraq. The reports appeared to signal a direct challenge to US warnings to Iraq not to use air or ground forces to interfere with the United Nations relief effort.

The Pentagon continued to insist that Iraq was complying with US demands and that American cargo planes escorted by F16 warplanes were dropping supplies to the Kurds.

Mr Pete Williams, chief Pentagon spokesman said: "The Iraqis have shown no signs of interfering with our provision of humanitarian relief in northern Iraq or indeed in southern Iraq."

However, Mr Williams declined to spell out the rules of engagement for US forces. This added to the air of ambiguity about the extent to which the US is ready to reopen hostilities against an Iraqi army intent on snuffing out the last resistance in northern Iraq.

General Norman Schwarzkopf, the allied military commander in the Gulf, joined the controversy yesterday emphasising that Iraq was no longer a threat to its neighbours.

"People tend to greatly exaggerate what Saddam has left," he said on a visit to Kuwait. "His war machine is destroyed. It doesn't take a well-trained military to beat a bunch of rebels in the mountains."

"I have a great feeling of a great victory. Anyone who dares even imply that we did not achieve a great victory obviously doesn't know what the hell he's talking about."

A helicopter airlift was yesterday being organised in a bid to avert a major disaster for the 300,000 Kurdish refugees camped in winter conditions in the mountains of south east Turkey. About 50 helicopters supplied by the US, Britain and Germany are being rushed to the region to drop emergency provisions to the refugees caught in the snow and rain on the Turkish border. "It has now been identified that the real problem is transportation to the border area. Helicopters are the answer," said a western diplomat in Ankara. The operation is expected to be underway by Monday.

Turkish commandos are reported to be marshalling the refugees in the border region with some said to be operating up to 12 miles inside Iraq. Supply drops by US, British and French transport planes continued yesterday.

Meanwhile, there were conflicting reports in the UN about the status of a British plan for the establishment of a safe haven in Iraq for Kurdish refugees. This has had a mixed reception at best and there were serious doubts whether the Council would approve it, given the rules against interference in a state's internal affairs.

Despite UN denials, the idea is being linked in some quarters to a mission to Iraq that a team led by Mr Eric Suy, a Belgian Foreign Ministry official, will begin in Iraq tomorrow.

Mr Suy, a former UN under secretary-general, is to report on the scale of the Kurdish refugee problem. He will also look Continued on Page 4

Other reports, Page 4

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Community's hand of friendship carries a price for Japan	
Jacques Delors, president of the European Commission, is about to extend to Japan the promise of greater political co-operation with the European Community. But such promises may be used to prise open the Japanese market.	Page 2

STERLING	
New York lastclose:	\$1.79
London:	\$1.7905 (1.7795)
DM2.9225 (2.9273)	
FF10.1175 (10.1025)	
SF12.5275 (12.5325)	
£ index 93.3 (93.1)	
GOLD	
New York Comex Jun.	\$364.5 (365.3)
London:	\$362.15 (363)
N SEA OIL (Argus)	
Brant May	\$19.25 (19.475)
Chief price changes yesterday: Page 15	
DOLLAR	
New York lastclose:	DM1.67
FF15.848	
SF71.4115	
Y136.1	
London:	DM1.6715 (1.6765)
FF16.85 (16.875)	
SF141.15 (142.25)	
Y135.3 (136.3)	
\$ index 94.6 (94.9)	
Tokyo close:	Y136.65
US lastclose rates	
Fed Funds 5 1/2%	
3-mo Treasury Bill:	yield: 5.744%
Long Bond:	yield: 8.262%
STOCK INDICES	
FT-SE 100:	2,531.6 (+12.8)
FT Ordinary:	2,002.2 (+1.0)
FT-A All-Share:	1,224.72 (+0.4%)
New York closing	
DJ Ind. Av.	2,913.61 (+39.11)
S&P Comp	378.05 (+4.91)
Tokyo Nikkei	26,426.19 (+158.33)
LONDON MONEY	
3-month interbank	closing 11 1/2 (same)
Libor long gilt future:	Jun 93 (92 1/2)

EUROPEAN NEWS

More mergers in prospect for car industry

By John Griffiths

INTENSIFYING Japanese competition over the next decade may force some volume car-makers to merge, according to a new study of the European motor industry which forecasts further consolidation and restructuring.

The biggest, most centrally controlled manufacturers will emerge best from a looming "earnings crunch" and the "small is beautiful" philosophy of the 1980s has been exposed as "more fantasy than reality", says the London-based Euro-consultancy.

Despite enormous losses in the early 1980s, it says, it is the biggest companies which are now generating the highest returns on equity and assets and enjoying the best growth records. It suggests that Fiat still needs to find a merger partner and a full takeover of Volvo by Renault.

The 1990s have proved that for smaller European companies like Saab, Rover, Volvo and Jaguar - and even Nissan's UK manufacturing plant - flexible manufacturing and productivity-improving innovations still cannot compensate for bigger producers' scale advantages, it concludes.

There must now be "substantial" doubts whether Ford will support Jaguar through the "many years required to create a profitable enterprise", the report says, despite having paid £1.5bn for it.

The future of the former state-owned Rover Group, now part of British Aerospace, is also in doubt, according to the report. Productivity has improved but Rover has yet to show a determination to deliver profits.

"By the end of the decade Rover's interest in the car industry may be limited to the maintenance of its name on Honda-manufactured products and the holding of a minority stake in Honda's European operations." Currently, Honda holds 50 per cent of Rover.

The report maintains that Nissan's UK manufacturing venture at Sunderland has been posting trading losses throughout its six years of operations, with Nissan selling every car emerging from the factory's gates at a loss.

The reason is quite clear, says the report, "the margins on added value are too low and there is every indication that the company has been prepared to purchase market share with an uneconomic price structure".

The report, which analyses the 1989-90 accounts of 24 manufacturers responsible for more than 98 per cent of all European car output, says the European industry is nevertheless in much better shape than in the early 1980s.

European Financial Yearbook 1991, Euroconsult Reports Ltd, 105/6 New Bond Street, London W1T 9SL. 020 7593 5895

WEST EUROPE'S CAR MANUFACTURERS COMPARISONS OF PROFITABILITY - 1989 (%)

	Return on assets	Return on equity before tax
Mercedes-Benz	21.4	73.4
Opel	18.2	62.6
Renault	18.5	31.0
Peugeot	14.4	27.1
Ford Motor	14.0	68.8
Fiat Auto	13.2	33.0
BMW	10.5	25.9
Volkswagen	9.8	22.5
Large company averages	13.7	38.8
Vauxhall	30.9	278.7
Ford Espana	20.1	40.1
GM Espana	17.9	42.5
Automobiles Citroen	14.5	14.0
Ford-Werke	14.0	80.1
Audi	13.3	55.1
Fasa Renault	6.5	12.5
Volvo Car Corp.	5.2	10.1
Seat	3.3	9.1
Rover	3.1	4.0
Medium company averages	11.3	26.1
Peugeot Talbot	36.3	88.4
Citroen Hispania	21.0	45.1
Porsche	5.5	16.8
Volvo Car SV	5.1	9.0
Jaguar	-6.6	-21.4
Nissan Motor (UK)	-6.0	-182.9
Small company averages	7.8	11.8
All companies	12.8	38.8

Source: Euroconsult

Treuhand employees suspected of fraud

THE TREUHAND agency privatising east German enterprises said four or five employees had been suspended on suspicion of fraud, but it denied a report that at least DM500m (£167m) had been lost from illicit sales, Reuters reports from Berlin.

A Berlin police official had been quoted as saying that Treuhand employees were found involved in fraud and corruption that had destroyed thousands of jobs in former communist enterprises now controlled by the agency. He claimed that "old boy networks" of communist industry

managers and Treuhand employees had "prematurely cannibalised" enterprises with a payoff for both.

But Treuhand spokesman Wolf Schoede said "four or five" east German staff had been suspended for alleged fraud in "almost exclusively small cases with hardly quantifiable damage". Officials were investigating other cases.

It looks increasingly likely that Mrs Hiltrud Bredel, deputy head of the Treuhand, will be appointed to the top job tomorrow, succeeding Mr Detlev Rohwedder, who died in a terrorist shooting last week.

Human error 'caused ferry tragedy'

By Haig Simonian in Milan

AN official inquiry is to begin immediately into Italy's worst postwar maritime disaster, in which 140 people are feared to have died.

Human error was suspected as the cause of the collision between a car ferry and an oil tanker in thick fog on Wednesday night just off the north-west Italian coast.

In a separate incident yesterday morning, three seamen died and two were missing after two explosions on board a 123,000 tonne Cypriot-registered tanker off the Italian coast near Genoa. The vessel broke in two as huge flames and clouds of dense black smoke billowed from the ship. There was a fear that oil might wash on to the Italian shore.

The ferry accident outside Livorno harbour has caused an outcry in Italy as to how it could have taken place with modern navigational aids.

Mr Carlo Vizzini, the merchant navy minister, said an official inquiry would start straightaway, adding: "Unfortunately, we have the impression that human error caused this collision." He said that all might wash on to the Italian shore.

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AMERICAN NEWS

First among equals at fractious Fed

Greenspan must heed a wide range of views before acting on interest rates, reports Michael Prowse

IS the US economy suffering because monetary policy is run by a warring committee, some of whose members are not directly accountable to elected officials? The question, raised by reports of bickering at the Federal Reserve, matters because interest rate decisions will influence the length and depth of the US recession.

Many analysts, worried by last week's poor employment figures, believe the Fed should "buy insurance" against a deep recession by loosening policy; others advise caution, arguing that inflation is not yet under control. The Fed, the US central bank, is so far sitting on its hands.

In many countries, elected politicians take decisions about interest rates, which are now widely regarded as the main instrument for steering the economy in the short run. In Britain, for example, the Chancellor simply orders the Bank of England to cut base rates; only Downing Street can thwart his will.

Life is more complicated in the US. Mr Nicholas Brady, the US Treasury Secretary, has been calling for lower interest rates for some weeks. But neither he nor other members of the administration can enforce this wish: monetary policy is the province of the Fed, an independent institution.

Mr Alan Greenspan, the Fed chairman, is the visible symbol of Fed authority. He testifies frequently and loquaciously before Congress. In financial markets, analysts hang on to his every word, anxious not to miss an oblique signal of policy intentions. But he is far from his own master.

The strong leadership and personalities of previous chairmen, such as Mr Paul Volcker in the 1970s and Mr Arthur Burns in the 1960s, have created a false impression of the way the Fed is run. The Fed chairman has never been more than "first among equals," says Mr Robert Solomon, a scholar at the Brookings Institution and a former senior Fed official.

The chairman heads a board of



Alan Greenspan (left), seen as less forceful than his predecessor, Paul Volcker

seven Washington-based governors (Mr Lawrence Lindsey, a former White House economist will fill a vacant seat later this year). But, given the Fed's decentralised structure, he must also heed the views of the presidents of 12 regional federal reserve banks, who are appointed at regional level.

The governors collectively set the level of the discount rate, the rate at which banks can borrow directly from the Fed. But the key short-term rate is the federal funds rate - the rate banks charge each other for loans of reserves. The Fed controls this by

purchases and sales of securities known as "open market" operations. Five of the 12 seats on the open market committee are reserved for regional presidents. They serve in rotation except for the president of the New York Fed who is a permanent member. The remaining seats are taken by the Fed governors.

Several of the regional presidents, such as Mr Lee Hoekins of Cleveland and Mr Robert Pauly of San Francisco have gained a reputation as inflation "hawks". In a recent speech, Mr Hoekins, for example, warned that central banks cannot fine-tune economies or

control recessions. "By trying to do so, they jeopardise the one economic objective they can achieve over time - price stability."

The Fed is one of the most secretive bodies in the US. But reports indicate that regional presidents prevented Mr Greenspan from cutting interest rates as fast as he would have liked last autumn. More recently some are said to have complained that Mr Greenspan exceeded his authority in early February by cutting the federal funds rate by a half point after poor employment figures. Quarter point movements have been the norm in

recent years.

The minutes of the most recent open market committee meeting have yet to be released. But the failure of the Fed to cut rates after last week's poor employment numbers appears to reflect the hawks' influence. The committee's previous instruction to tilt towards easing may have been amended. Further relaxation will depend on the US inflation performance.

The depth of disagreement, however, remains unclear. Mr Greenspan is cautious by nature and certainly not out on inflation. With tentative signs of recovery in some sectors, he may be relatively content with the present policy stance. Mr Michael Boskin, the chief White House economist, says press reports of dissent are "probably overblown". Internal discussions, he says, have been occurring for decades.

Mr Volcker, Mr Greenspan's immediate predecessor, had his problems. Mr Randolph Penner, a fellow at the Urban Institute and former director of the Congressional Budget Office, recalls that, on one embarrassing occasion, fellow governors ganged up to prevent Mr Volcker implementing a planned discount rate cut. He says Mr Greenspan has sought consensus at the Fed throughout his tenure; any friction today is thus probably the result of a misunderstanding rather than an unbridgeable difference of opinion.

Disagreements between governors - appointees of the Bush or earlier administrations - and regional presidents, who owe greater allegiance to local private-sector interests, are caused partly by differing ideologies. But they also reflect the size and diversity of the US: the economy viewed from the south or the mid-west looks very different to the economy viewed from Washington or New York.

In the short run, democratic discussion within the Fed can lead to paralysis; but in the longer term it is perhaps more likely to achieve the right balance of policies than the more automatic approach adopted in some competitor countries.

Hopes rise of fresh cut in interest rates

By Michael Prowse in Washington

BETTER inflation figures and a fall in retail sales in March were seen yesterday as improving the chances of a further easing of US monetary policy.

The Labour Department said the producer price index for finished goods fell by 0.3 per cent last month, the fourth successive monthly drop. The closely watched "core" producer price index, which excludes food and energy, rose by 0.2 per cent - a relief after increases of 0.5 per cent and 0.4 per cent in January and February.

Retail sales were weaker than expected in March, falling 0.8 per cent in cash terms, compared with market expectations of a rise of 0.2 per cent. But figures for February were revised up sharply to show an increase of 2 per cent compared with a preliminary estimate of a gain of only 0.8 per cent.

The slowdown in the core rate of wholesale price inflation in March was broadly based and should help allay fears sparked by price increases in previous months. But the Federal Reserve will closely analyse today's consumer price figures and other indicators of economic trends before making a decision on interest rates.

Mr Michael Boskin, the chief White House economist, yesterday repeated the administration's calls for an easing of monetary policy and predicted an economic recovery would begin within the next few months.

The recovery has not started yet, but there are hope-

ful signs," Mr Boskin said.

Some of the preconditions to an economic rebound, including lower oil prices and interest rates, lean inventories and improving consumer confidence, suggest that the economy may be near to bottoming out.

Mr Boskin cautioned, however, that the economy had not yet stabilised and unemployment could be expected to rise for several months.

With that in mind, he said "there is ample room for rates to fall further" provided that inflation pressures are not greater than expected or the economy does not rebound faster than expected.

The economy was likely to stabilise some time this summer, followed by a period of mixed economic signals, Mr Boskin said. Economic growth at a 2 to 3 per cent annual rate was possible by year's end, he said.

The sharp upward revision in February retail sales figures was seen by some analysts as reducing the chances of interest rate cuts. The monthly figures, however, are erratic. The trend remains weak.

In the first quarter retail sales were 1.4 per cent lower than in the final quarter of 1990 and 0.7 per cent lower than in the same period a year ago. No adjustment is made for inflation.

The fall in producer prices last month reduced the annual rate of wholesale price inflation to 2.3 per cent. Core producer prices, however, rose by 3.7 per cent in the year to March.

Peruvian cholera epidemic claims 40 lives a day

By Sally Bowen in Lima

PERU'S cholera epidemic has flared again, claiming about 40 lives a day so far this week, according to official figures. Dr Victor Yamamoto, the health minister, warned that a critical stage is approaching at which the disease could become endemic.

Mr Yamamoto said health officials were projecting a further 70,000 cases in the next two months. At the present low mortality rate of 0.7 per cent, this would mean another 400 to 500 deaths.

The official death toll in 10 weeks now approaches 1,000. Over 48,000 patients have been treated, a rise of 11,000 within a week. In all, some 151,000 Peruvians have now received medical treatment since the outbreak of the epidemic, the first ever

recorded in Peru.

Doctors attributed the sharp increase in new cases to more people eating outside the home during the long Easter weekend. At Lima's largest public hospital, Archbishop Loayza, the number of daily cases has doubled in the past week.

Head of the specialist cholera unit at the hospital, Dr Juan Villalaz, said it was "alarming" that more children were going down with the disease. "The natural protection they enjoy no longer seems adequate in the face of increased numbers of bacteria," he said. He feared that, with the return to school, still more children would be at risk from food consumed at street stalls, a recognised focus of infection.

Worst hit of Peru's departments is Cajamarca, which has

only one doctor per 20,000 inhabitants. Around a third of all cholera deaths nationwide have been registered there. Congress declared the region an emergency zone this week because of the recent flare-up. Deputies claimed that medical supplies have been slow to arrive and are insufficient to treat the number of victims.

Economic damage from the epidemic continues to affect Peru's precarious finances. The government said that \$60m-\$70m had been lost in revenue from tourism in the epidemic's first two months. Peru's principal tourist centre, the ancient city of Cuzco and nearby Inca ruins of Machu Picchu, this week reported an 80 per cent drop in visitors. Nearly 40 out of 114 hotels have shut their doors.

Venezuelan workers set on collision course

By Joe Mann in Caracas

THE Confederation of Venezuelan Workers (CTV), the country's largest organised labour group, looks set on a collision course with the government and business groups after demanding a rise in the minimum wage rates ranging from 25-65 per cent.

Congressmen belonging to the CTV on Wednesday introduced a bill into congress calling for the rise, along with increases in the minimum wage to \$185 per month, higher minimum old-age pensions, and a 180-day freeze on the sacking of employees.

The government and business groups have proposed much smaller wage increases, principally for low-income workers. Venezuelan business is particularly sensitive to a new legally enforced wage increase, because it must cope with the higher costs of a new labour law, taking full effect on May 1. This increases workers' rights and benefits.

At the same time, labour is pushing for another new law

covering severance benefits which could raise costs even more. The CTV is demanding sharp rises in wages and pensions to offset inflation, which reached over 26 per cent last year and more than 80 per cent in 1989. Labour groups have threatened protests and strikes to win approval of their demands. In recent weeks Venezuela's largest cities have seen violent clashes between students and police which left two people dead.

The pre-May Day push for a wage rise, spearheaded by Mr Antonio Roca, CTV president, has been tarnished since Mr Roca and some of his high-level labour colleagues are being investigated for alleged corruption.

● Venezuela's non-oil exports rose to \$3.35bn in 1990, according to official estimates, an increase of over 13 per cent from 1989.

Last year crude oil and refined products accounted for nearly 80 per cent of total exports of \$17.5bn.

Soldiers face Jesuit murder trial

NINE soldiers, including an army colonel, will be tried on suspicion of murdering six Jesuit priests, their cook and her daughter in El Salvador in 1989, a high court has ruled. Roman reports from San Salvador.

The decision could lead to the first trial of a high-ranking Salvadoran army officer, Colonel Guillermo Benavides, for alleged human rights abuses, reflecting the weight of the case that shocked the world for its brutality.

The six priests and two others were shot on November 16, 1989, at point-blank range at the Jesuit-run University of Central America in San Salvador. The accused soldiers were part of a contingent patrolling the university campus on the night of the killings, which occurred at the height of a leftist guerrilla offensive.

Attorneys for the nine soldiers moved to block the trial in January but their petition was quashed by a San Salvador high court on Wednesday.

DESTINATION	FLY SCHEDULE	STATUS	STOP GATE	DEPARTURE
ALBANY	6:45	ON TIME	A	6:45
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INTERNATIONAL NEWS

Former BCCI chief plans new bank in Pakistan

By Richard Donkin in London and Farhan Bokhari in Islamabad

MR AGHA Hasan Abedi, founder and former president of the Bank of Credit and Commerce International (BCCI), is planning a new bank in Pakistan.

The move will come as a surprise to the international banking community which had hitherto believed that Mr Abedi, who underwent a heart-transplant operation in 1988, had been too frail to continue an active role in banking.

Mr Abedi, who now conducts his business from a wheelchair, resigned as president of BCCI in October 1990 but he had lost effective control of the bank the previous March. At that time he flew to Abu Dhabi to sell a 20 per cent shareholding that had been held by the Bin Mahfouz family of Saudi Arabia to Sheikh Zayed bin Sultan al-Nahyan, the ruler of Abu Dhabi.

Mr Abedi returned to Pakistan where, according to former BCCI staff, he had meetings with Mr Nawaz Sharif, the president of Pakistan, who recently lifted the 19-year moratorium on private banks and agreed to begin a programme of re-privatising four of the five Pakistani banks.

The Abedi proposals are among some 44 applications for private banking licences since the government announced its relaxation of private sector restrictions.

His proposed bank, to be called the Progressive Bank, is

being hailed in some banking circles as a "son of BCCI" because of Mr Abedi's plans for rapid growth.

A Pakistani government official said that licence permissions would be formally announced in late April or early May.

It is not clear where Mr Abedi's funding for the venture is coming from but Arab investors are mooted as a possibility. New investors are only required to find a minimum paid up capital of 300m Pakistani rupees (\$2.5m).

The 66-year-old Mr Abedi founded BCCI in 1972 after his United Bank of Pakistan was nationalised by President Zulfikar Ali Bhutto.

Backed by Arab shareholders, it grew at a surprising rate until 1980 when it had branches in 73 countries. Tighter regulatory control over the bank and convictions for drug money laundering in the US last year against the two main banking subsidiaries led to increasing pressure on BCCI to reform.

Its biggest problems emerged, however, after bad debts uncovered by its auditors forced the bank to make provisions of \$600m in 1989 leading to a \$400m recorded loss.

In 1990 Sheikh Zayed is understood to have pumped in almost \$1bn, including the Bin Mahfouz purchase and new equity needed to increase the bank's capital fund.

Kuwait oil well fire tally now put at up to 800

By Peter Montagnon, World Trade Editor

UP to 800 oil wells in Kuwait are either on fire or gushing out of control, making the damage left by Iraq far greater than previously thought, Mr Peter Lilley, UK trade and industry secretary, said yesterday.

Previous estimates have spoken of 500 wells gushing or on fire.

Speaking on his return from Kuwait at the head of a British business mission, Mr Lilley said that the country's needs for infrastructure reconstruction had been over-estimated, but the rehabilitation of the oil fields had emerged as an area where British firms could make a significant contribution.

Executives accompanying him said the intense heat generated by the fires and unexploded ordnance had prevented anyone even entering large tracts of Kuwait's main Burgan oil field to inspect the damage since the Iraqis left.

UK companies had proposed a deal to reinstate a whole oilfield or part of an oilfield, starting with the clearance of unexploded ordnance and moving through to the re-establishment of life support systems, said Mr Walter Hogbin, chairman of Taylor Woodrow International.

The damage to the oilfields was "horrendous" and Kuwait had only minimal personnel resources to deal with it, he said.

The British team was clearly anxious to establish its credentials alongside the US fire-fighting teams co-ordinated by OGE Drilling of Houston and backed by the giant Bechtel concern, which have monopolised the work so far.

Mr Clifford Simpson, a senior executive of BP, said the US teams were working in an area close to the town of Ahmadi, south of Kuwait City where about 25,000 oil workers and

their families are housed. However, no one was even attempting to put out the fires further away from populated areas.

Mr Hogbin said he expected a quick reply to the British proposal given the urgency of the situation, but he and other executives said the Kuwaitis were hampered not only by the problem of unexploded ordnance throughout the oil fields but also by a shortage of qualified personnel in planning and negotiating solutions.

Commercial opportunities were also greater than expected in the consumer goods sector, Mr Lilley said. Shops were having to restock from scratch after the Iraqi looting.

Mark Nicholson adds from Kuwait City: The US teams fighting the oil well fires in Kuwait said yesterday they had no objection to receiving assistance from European or any

other oil companies, but said they doubted whether such companies had the relevant expertise.

Executives from Agip, Petrofina and Elf Aquitaine arrived yesterday to offer help with the fires, convinced that they can accelerate progress in putting them out - a task which the Kuwait government admits has got off to a slow start.

However, Mr Larry Flak, who is co-ordinating the four US teams at work in Kuwait, said he thought their practical assistance would be limited.

"We have nothing against companies offering assistance," he said. "But oil companies don't generally have people with specific expertise in blow-outs."

Although Mr Flak has been reported as saying his men would go on strike if the Europeans were given a share of the firefighting work, he responded to the suggestion yesterday

with a single, unprintable word which made it abundantly clear his men would not do that.

The US team also rejected allegations that they were seeking to corner the contract to cap the blazing wells. "We are not here because we are more intelligent than anyone else," said Mr TB O'Brien, president of OGE Associates, one of the four teams. "We're here because we have been working with the Kuwait Oil Company for 12 years doing the sort of thing we are doing now."

However, Kuwaitis are clearly alarmed at the scale of the problem and want help from wherever they can get it. The businessmen who visited Kuwait with Mr Lilley, said they left with the clear impression that Kuwait was interested in some of the equipment and techniques being offered by companies such as Taylor Woodrow and the Weir Group.

Fugitives swamp Iran's brave efforts

Tehran now has more refugees than any other state, reports Scheherazade Daneshkhu

AS more and more Kurds flee across its border Iran has achieved the unhappy distinction of having the world's largest refugee population.

Until two years ago, it had 2.8m refugees. Some 2.2m were Afghans fleeing the civil war after the 1979 Soviet invasion and another 600,000 were Iraqis, mostly Shia Kurds, who had either been expelled or sought asylum during the Iran-Iraq war.

Only 10 per cent of these groups are estimated to have returned home since, leaving at least 2.5m refugees in Iran.

Now a further 900,000 Kurds have fled to Iran and Mr Vahid Dastjerdi, the head of the Iranian Red Crescent, fears there will be 1.5m by next week.

These figures suggest that Iran, population 55m, is already home to more refugees than any other nation. Pakistan has about 3.2m Afghan refugees. No other country has more than 1m refugees.

Given the magnitude of the problem, it is unsurprising that the Iranian government should be pressing for international aid, particularly since it has received pitiful amounts in the past.

Until 1989, Pakistan had received \$1bn in humanitarian assistance for refugees through bilateral aid and from the United Nations while Iran received only a twentieth of this figure.

The UN High Commissioner for Refugees (UNHCR) has given Iran a maximum of \$18m in refugee aid annually since 1983.

"Iran has shown a remarkable ability to provide assistance to a large number of refugees," said Dr Stefan Sperli who worked on the UNHCR refugee assistance programme in Iran and is now lecturer in Arabic at London University's School of African and Oriental Studies. "It has coped with this major influx virtually alone - the only country to do this on this scale this century."

The main organisation for relief assistance for the Iranian Red Crescent. When the influx of Iraqis came over in 1986-87, it quickly established refugee camps with running water and provided food.

Health assistance provided by the government has been



A CRYING SHAME: A Kurdish woman and her children wait to enter a camp near Sardasht in western Iran

single out as the most important form of help by relief workers. Afghan refugees have usually arrived in Iran while many of the Iraqis were victims of chemical attacks. But Iran's own lack of doctors and medical facilities has made this an uphill struggle.

Once the asylum-seekers are registered as refugees, they are given free access to education and can obtain food ration cards on the same basis as Iranians. Many of the Afghans are not registered as refugees however. In an effort to clamp down on the surging numbers, Iran imposed entry limits from 1983, refusing to

admit men between the ages of 15 and 50. Those caught for illegal entry are returned to mujahedin-held territory in Afghanistan and a steady stream of Afghans moves between the Pakistani and Iranian borders.

Around 500,000 Afghans lived in Iran as labourers in the 1970s and did not return home after the Soviet invasion. This gave the Afghans a social network, making it easier for refugees to make a start. In addition, spontaneous Afghan settlements have grown, such as Shamsabad in the east with a population of 60,000. These cannot be classified as refugee camps since they are economically self-sustaining towns.

One reason for Iran's ability to cope with the huge numbers of Afghan refugees has been its unusual policy of integrating them into society. This cuts down the need for aid to overcrowded camps.

However, the Afghans have been among those worst affected by Iran's economic difficulties. They have moved to the cities where they compete with Iranians for scarce unskilled jobs, a situation which has worsened since 1986, when the end of the Iran-Iraq war released many Iranian men from the army. Many are associated with the increasing problem of drug addiction and crime.

The situation for Iraqi refugees is worse because they have been unable to integrate as well as the Afghans. Recently the Iranian government has imposed restrictions, refusing to allow Iranian women to marry Iraqis. Although they are allowed into the government's educational system, this is so overstretched that many are unable to go to secondary school, let alone university.

Moreover, while there are no refugee camps for Afghans other than transit stations, at the other end of the country some 60,000 Iraqis are still living in camps. One of the largest is the Jarom camp near the war-devastated city of Ahwaz in the south west. "Their situation is not easy," said one UNHCR official. Many of the refugees are psychologically disturbed and aware that they have no future in Iran. Can Iran deal with the latest influx of refugees? "I don't think any country can cope with this," said the official.

It may seem surprising that Iran continues to accept refugees. There is a strong humanitarian element involved but there is also the hard-headed realisation that accepting large numbers of refugees from its neighbours gives Tehran leverage in their political future.

Air power enough to restrain Iraqi army

By David White, Defence Correspondent

AIR POWER would provide sufficient means if necessary for the US, with support from other countries, to contain any Iraqi military action in the Kurdish region of the country without recourse to ground forces, military experts believe.

The question has gained relevance following Wednesday's imposition by the UN of a ban on military air activity in Iraq north of the 36th parallel, with a warning to Baghdad not to use air or ground forces to impede the United Nations relief effort.

Policing of the region by aircraft and helicopters is thought feasible - on the lines of the "air control" policy successfully pursued by the British in Iraq in the 1930s.

This would be much less problematical than involving ground troops, who would face a tremendous task trying to secure the region and its border with the remainder of Iraq.

The only troops that could be put into the area immediately would be lightly-armed airborne forces, either paratroops or air-transportable units, the experts said.

The US has more than 300,000 service personnel in the Gulf region, more than half the total it had during the war over Kuwait. However, with a number of front-line units already pulled back and others being redeployed before withdrawal, defence analysts said it would create severe logistical difficulties to try to reverse the process at this stage.

"One must also take into account the size of Iraqi forces operating in the (Kurdish) area, and there are arguments for supposing that they are relatively small," Group Captain David Bolton, director of the Royal United Services Institute for Defence Studies, said.

The US and its allies would be able to take advantage of the air superiority clearly established during the war for the liberation of Kuwait, during which Iraq's substantial ground-based air defences were largely ineffective. The US could launch large numbers of combat aircraft into play from bases in Saudi Arabia and other Gulf states as well as Turkey, and from aircraft carriers remaining in the region.

Sierra Leone asks US for military help

By William Keeling in Lagos

SIERRA Leone has asked the US for military help after an incursion by Liberian rebels into the east and south of the country last month. At least 150 are said to have died.

The State Department said the request was being studied urgently and that the US was concerned that the incursion could "portend regional destabilisation in West Africa".

Heavy fighting continues to be reported. The victims include the president of Sierra Leone's supreme Islamic council, Alhaji Jalloh Thiam.

The appeal to the US follows a talks last weekend between President Joseph Momoh of Sierra Leone and President Ibrahim Babangida of Nigeria. Diplomats said the two leaders considered sending Nigerian troops and ammunition to Sierra Leone.

Both countries are members of the West African task force which intervened in the Liberian civil war last August. A tentative ceasefire has been in place for several months but Mr Charles Taylor, the main rebel leader, has yet to recognise the authority of the Liberian interim government set up by the task force and he continues to oppose the presence of the task force.

The invaders call themselves the Revolutionary United Front and claim to be Sierra Leoneans. They are believed to be under Mr Taylor's control.

Li loses appeal in Hong Kong

By Angus Foster in Hong Kong

MR RONALD LI, the jailed former chairman of the Hong Kong stock exchange, has lost his appeal against conviction on corruption charges.

The three-judge court judges also turned down Mr Li's appeal against sentencing. Last October, Mr Li was found guilty of corrupt share dealings and sentenced to four years jail, ordered to pay costs estimated at about HK\$10m (\$1.2m) and return more than HK\$360,000 in profits from illegal share dealings.

After hearing submissions from counsel the judges announced they were unanimously of the opinion the convictions were unimpeachable.

The court has delayed giving its reasons for the judgment until further notice. Mr Anthony Scrivenor, counsel for Mr Li, said his client would almost certainly appeal to the Privy Council in London.

Mr Li was found guilty of accepting shares from merchant bankers in return for helping with, or not obstructing, the stock market listings of Cathay Pacific Airways and Novel Supermarkets in 1986 and 1987 respectively.

He is one of the wealthiest men in Hong Kong. His conviction was seen as a victory for the Hong Kong government which has tried hard to improve the colony's image as a financial centre with a competent legal system.

NEWS IN BRIEF

Melbourne newspapers affected by strike

Journalists at two Melbourne newspapers run by Mr Rupert Murdoch's News Corporation went on strike for 24 hours over the sacking of a union official. Bunter writes from Sydney. Staff at the Herald-Sun and Sunday Herald-Sun took action in support of Mr David Glanz, house committee president of the Australian Journalists' Association. Mr Glanz was one of 20 editorial staff sacked yesterday as part of moves by The Herald and Weekly Times, a News Corporation subsidiary, to axe 70 jobs.

Index hints at recovery

A leading index of the Australian economy rose 1.3 per cent in February following a 0.1 per cent rise in January, AP-DJ reports from Sydney. But Westpac Banking Corporation, which compiles the monthly index along with Melbourne University's Institute of Applied Social and Economic Research, said the index "is not yet clearly forecasting economic recovery in the months ahead. The leading index would have to rise at least one more month before we would see it as a clear signal of recovery later this year."

Thai industrial output up 12.5%

Thailand's industrial output rose a preliminary 12.5 per cent year-on-year in February against a revised 12.9 per cent the previous month and 16.8 per cent a year ago, the Bank of Thailand said, Bunter reports from Bangkok. The bank earlier put the January growth at 12.8 per cent.

Protests disrupt Cameroon town

Thousands of anti-government protesters paralysed the Cameroon town of Bamenda yesterday and two other cities were disrupted by strikes and pro-democracy ferment, residents said, Bunter writes from Yaounde.

Tamil rebels die in fighting

Government troops recovered the bodies of 77 Tamil rebels killed by the army in eastern Sri Lanka, military officials said yesterday, AP writes from Colombo. Seven soldiers were also killed and 17 wounded in the army's raid Tuesday on a rebel training camp and base at Toppiala in the eastern Batticaloa district, said the officials. Batticaloa is 135 miles east of Colombo, the capital.

Baker gains some approval

By Tony Walker in Cairo

MR JAMES BAKER, the US secretary of state, has gained qualified moderate Arab support for his efforts to promote a limited regional peace conference between Israel and its neighbours.

But Egyptian and Saudi opposition to participation of credible Palestinian representatives will undermine renewed peace efforts.

Mr Baker met President Hosni Mubarak of Egypt on Wednesday evening and had follow-up talks in Cairo yesterday with Prince Saud al-Faisal, the Saudi foreign minister, before leaving for Damascus.

On the eve of Baker's arrival, Syria's official media repeated Damascus's hardline stand that anything less than full implementation of UN resolutions demanding Israel's

withdrawal from occupied Arab land was doomed to failure.

US officials travelling with Mr Baker on his second peace mission to the Middle East in less than a month said the secretary of state was encouraged by the support he had received for his regional conference proposal first from the Israelis and then from the Saudis and Egyptians.

Arab states have been pressing for a full-scale international Middle East peace conference attended by parties to the dispute, including the Palestinians, plus the five permanent UN Security Council members.

Syria has been foremost among Arabs in its advocacy of such a conference. Damascus wants to be sure that any Middle East peace settlement includes an Israeli agreement to

Turkey's change of policy on Kurds falls short of solution

By John Murray Brown in Cukurca, Turkey

WHEN Turkey's prime minister Mr Yildirim Akbulut arrives in Cukurca on the Turkish-Iraqi border today, he will see a picture of Kurdish misery which even the historically misfortunate minority are finding hard to comprehend.

In Turkey, there are an estimated 10m Kurds, a point which goes some way to explaining Ankara's policy towards the 280,000 Kurds who have now arrived hungry and war-weary from northern Iraq.

Since the mid-1980s, Turkey has faced a guerrilla campaign in its own Kurdish-speaking regions, waged by the Kurdish Workers Party PKK, local Kurds calling for independence of Turkish Kurdistan.

But with news of the early successes of the Iraqi Kurds, Turkey has had to re-think its Kurdish policy, concerned not to be out-manoeuvred by Iran and Syria, both of whom have provided a political base for the anti-Baghdad Kurdish opposition.

In March, Turkey's President Turgut Ozal moved boldly to invite Mr Jalal Talabani and other leaders of the Iraqi Kurdish opposition to Ankara.

The President then urged parliament to lift the ban on the Kurdish language, a proposal now blocked by nationalist politicians.

Of even more concern to the nationalists, Mr Ozal then floated the idea of a political amnesty covering members of

the PKK which, since 1984, has been fighting a sporadic guerrilla campaign for the independence of Turkish Kurdistan using Syrian support.

As President Saddam Hussein tightens his grip on North Iraq in the wake of the collapse of the short-lived Kurdish rebellion, Ankara now estimates around 400,000 refugees will seek to cross the border into Turkey, 600,000 in three weeks.

Ankara's policy which continues to be the commitment of the refugees to the border, is presenting horrendous problems, and not just logistical.

At the nearby Hakkari hospital, there are men with missing feet, legs blown off by landmines while crossing the border. A number have lost limbs searching for wood close to the camp.

Turkey was strongly criticised last week, after it announced it had closed the 250-mile frontier, warning extra security measures had been taken.

Ankara is concerned not to see a repeat of the 1988 crisis when 60,000 Kurds entered the country in the wake of Saddam Hussein's chemical attack on the village of Halabja. Of those, 28,000 remain in camps in three camps in the south east, while less than 2,000 have been successfully resettled.

At Cukurca this week, refugees particularly those from the minority Christian groups,

who suffered perhaps more than the Kurds, talked of seeking asylum in a new country. "We want to go to any country, the USA, France, Kuwait, even Jhannam (hell)."

But Washington's warning to Baghdad not to venture beyond the 36th parallel, has breathed fresh life into the US's proposal to create a safe haven inside North Iraq. Parallel 36 would take much of what is considered historical Iraqi Kurdistan.

"I think 80 per cent of the people would go back," said Mr Faouk Youssif, a member of the official Iraqi opposition. Indeed conditions have become so appalling that refugee officials say a few hundred are already trickling back into Iraq despite the uncertain climate. The death toll is rising, 23 people overnight.

Aid agencies were yesterday starting to get to grips with the problem. The UK's Overseas Development Administration, the UK government aid arm, together with Oxfam and Save the Children have sent representatives to Turkey's southeast yesterday. Save the Children is setting an immediate operation to supply the Turkish Red Crescent with food. Oxfam has sent a water engineer to the border area to look at supplying fresh water.

Diplomats say the aid is already stocked, but transportation to the border areas is the real problem.

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WORLD TRADE NEWS

EC loses first round of Airbus dispute at Gatt

By William Dufforce in Geneva

THE EUROPEAN Community yesterday lost its bid to justify the terms of reference for a dispute panel under the General Agreement on Tariffs and Trade (GATT), which will hear a US complaint against German subsidies to sales of Airbus aircraft.

Ms Angelina Yang, chairwoman of the Gatt subsidies committee, announced that the panel would work to the standard terms of reference.

Initially, the EC had argued that disputes over subsidies to the French-German-British-Spanish Airbus consortium should be dealt with under Gatt's civil aircraft code which states that "special factors" can be taken into account when assessing government support to the aircraft industry.

After deciding on March 6 that it was competent to appoint a dispute panel at Washington's request, the subsidies committee allowed time for the EC to persuade the US to agree on modifications to its terms of reference that might take into account the provisions of the aircraft code. The US refused any modification.

Toyota to start sales in Israel

By Robert Thomson in Tokyo

TOYOTA Motor, Japan's largest car maker, announced yesterday that it plans to begin exports to Israel later this year, ending a self-imposed ban maintained for fear of boycotts by Arab nations.

The company said yesterday that shipments would start later this year and a sales target of 5,000 units had been set for 1992, which would give Toyota about 5 per cent of the passenger car market.

While several Japanese makers, including Mitsubishi Motors and Fuji Heavy Industries, already export to Israel, Toyota has not wanted to threaten sales of around 120,000 units annually to Arab League members, some of whom impose a boycott on companies doing business with Israel.

The company said the decision was taken because of its belief in free trade and because of perceived changes in Arab attitudes to Israel in recent months. Toyota last year exported 81,000 cars to Saudi Arabia and 12,000 to Oman, its two largest Arab markets. It has reached a dealership agreement with Union Motors, which is based in Tel Aviv.

Koreas in first direct deal since war

By John Ridding in Seoul

A SOUTH Korean company is to supply 5,000 tons of rice to North Korea in a barter deal which will be the first direct trade between the two countries since the Korean peninsula was divided after the Second World War.

South Korea's National Unification Board, in charge of relations with North Korea, said yesterday that it had given approval to the Cheongji Trading company to supply the rice. In return, the South Korean company will receive 30,000 tons of anthracite coal and 11,000 tons of cement.

The transaction reflects North Korea's attempt to alleviate a serious food shortage and is seen as a step towards expanding trade links and improving relations on the divided peninsula. "We think that this

is a significant step in relations between the two countries," said Mr Lee Jeong Binn, assistant minister for political affairs at the Foreign Ministry in Seoul. "It means that North Korea has decided to formally accept trading with us."

He said that the development of trade links was in line with Seoul's policy of achieving reunification through expanding contacts between the two Koreas. The South Korean government has allowed companies to trade with the North since October 1988.

Cheongji Trading signed a contract for the barter deal with North Korea's Kumgang International Trade Development Company at the end of March. The rice will be shipped to Nampo, a North Korean

port, by a third country vessel. It will return to the South Korean port of Incheon with the coal and cement.

A spokesman for Cheongji Trading said that the deal was purely a business decision. Average international prices value the rice shipment at about \$1.75m, and the shipment of cement and coal at \$1.64m.

Until now, trade between the two Koreas has been conducted through third countries. From the beginning of 1988 to the end of February this year, such indirect trade amounted to \$62.8m, according to statistics from the NUB.

Imports from North Korea have included cement, zinc, fish and potatoes. Exports from the south have included electric appliances, sugar and cigarette filters.

OECD Export Credits Rates

THE Organisation for Economic Co-operation and Development announced new minimum interest rates for officially-supported export credits (March rates in brackets):

D-MARK	9.50 per cent (9.60);
FRENCH FRANC	10.39 (10.68);
GUILDER	9.80 (9.65);
ITALIAN LIRA	12.69 (13.00);
YEN	7.50 (7.30);
PESETA	14.15 (15.13);
STERLING	11.27 (11.23);

SWISS FRANC for credits less than eight years 8.30 (same); credits of over eight years 8.55 (same); US DOLLAR for credits of up to five years 8.67 (8.37); for credits of over five years 9.07 (8.77).

These rates are published monthly by the Financial Times, normally on the second Tuesday or Friday of each month, whichever is sooner. They apply to all export credits, except that on those to middle-income and poor developing countries the OECD matrix rate can be used if lower. This is a standard set of rates reviewed twice a year, in January and July.

Japanese face new EC probe

By Nancy Dunne in Washington

JAPAN is allegedly dumping aluminium electrolytic capacitors into the European Community, according to EC component producers, Andrew Hill writes from Brussels.

The European Commission yesterday opened an investigation into alleged dumping after a complaint that Japanese manufacturers were undercutting Community competitors by over 50 per cent.

Companies subject to the probe are Elma, Shin-Ei Tashin Kogyo, Marcon Electronics, Nichicon, Hitachi Condenser, Matsushita Electric Industrial and Nippon Chemi-con.

US steel traders seek concessions

By Nancy Dunne in Washington

AMERICAN steel traders have this week descended upon Washington to lobby for modification of US anti-dumping rules to prevent disruption of world steel trade when US steel quotas expire next March.

With talks in the Uruguay Round at a virtual halt, the importers are worried that the 24-year quota period will expire before international rules are agreed on to phase out government supports for steel.

US producers have threatened to bring dozens of dumping cases to prevent a flood of cheaper foreign imports.

Officials of the American Institute for International Steel are seeking assurances that anti-dumping rules will take into consideration the dramatic fluctuations of exchange rates. These leave them vulnerable to dumping charges, even though prices may have been set in contracts months or years before delivery.

Mr Gary Horlick, a Washington trade lawyer for the Institute, said anti-dumping rules were written years ago for fixed exchange rates or those which changed slowly. An unfounded anti-dumping complaint can disrupt trade for a

year or longer while the investigation is underway. A finding of dumping can continue the disruption for years.

The anti-dumping regime creates an entitlement for the filing of cases whether meritorious or not. This is particularly true with steel, where many cases have been filed.

The Institute is also urging that the exchange rate factor be written into a multilateral steel agreement. Along with the elimination of trade-distorting subsidies, tariffs, and non-tariff barriers, they are urging the banning of "disguised" restrictions on steel trade.

Telecom market in France loosens up

By George Graham in Paris

SOCIETE Francaise de Radiotelephonie (SFR), the French private sector radio telephone operator, has ordered equipment worth an estimated FF30bn (£300m) to equip its newly authorised digital communications network.

The new network will use the pan-European digital standard GSM, competing with a similar GSM network that France Telecom, the state telecommunications organisation, has been authorised to open.

The main contractor for SFR's FF30bn order is Alcatel, the telecoms equipment company owned by France's Alcatel Alsthom group in partnership with ITT.

The contract will also, however, involve the first important breakthrough into the French telecoms market for GPT, the UK telecommunications company owned by GEC and Siemens. GPT, which set up in France two years ago,

heads a consortium including Siemens and TRT-Philips, and estimates that the contract could mean £100m of business over the next 10 years.

"We always recognised that this would be a difficult market to penetrate. This is the prize at the end of two years of hard slog," said Mr Rupert Soames, head of GPT in France. SFR said Alcatel would initially supply the infrastructure for the Paris GSM network, and GPT that for the Lyon network.

Alcatel, the Netherlands-based telecommunications group, and the Belgian telecommunications organisation are to set up a private telephone network in Moscow in partnership with the Soviet Telecommunications Ministry.

The network will be restricted to subscribers who can pay in hard currency, and will offer them a service with a satellite link.

World business community fears 'green' dumping

DISTORTIONS to world trade caused by ever-tougher environmental regulations imposed by national governments is causing anguish to international business leaders meeting in Rotterdam this week at the world industry conference on environmental management organised by the International Chamber of Commerce (ICC).

There are fears that widely differing environmental standards between countries - particularly between the industrialised and developing worlds - will lead to environmental dumping. Goods and raw materials produced in a country with lax environmental standards may be sold in a country where the domestic industry is handicapped by a tougher environmental regime.

A nation with low standards is, in effect, providing a "green subsidy" to its own industry. There is also the danger that governments may give advantage to their domestic industries by providing cash subsidies to meet higher standards to control pollution.

Problems have already arisen over allegations that countries are using stiff environmental rules as an artificial barrier against foreign imports. "The connection between trade and the environment can become the number one trade issue of the 1990s," Mr Charles Carle, deputy director-general of the General Agreement on Tariffs and Trade (Gatt) told the conference.

Solutions are difficult. Preventing environmental controls being used as an artificial barrier against trade is a new area that Gatt is not keen to take on, bogged down as it is with the complexities of the Uruguay trade round.

"It poses a major problem," said Martin Wassell, economic director of the ICC. "Nobody is very sure how to get a grip on it."

Problems that have arisen include a test case before the European Court over a law introduced in Denmark that beer and soft drinks should be sold only in returnable bottles with a compulsory deposit. Brewers from other countries complained that the cost of re-

John Hunt reports from Rotterdam on industry's conference on management of the environment

cycling bottles wiped out their profits in Denmark, while the Danes could still export their beer to countries which had no such restrictions.

The European Commission complained to the European Court that the Danes were imposing disproportionate environmental protection. But the court backed Denmark, thus permitting environmental considerations to over-ride concern over free trade.

Difficulties arise when a country tries to make others adhere to its own environmental standards. Currently the US is prohibiting imports of tuna from several countries on the grounds that the countries kill more dolphins than the US considers appropriate.

Mexico has cried foul and complained to Gatt that the US is using an environmental pretext to ban imports of tuna. The matter is now before a Gatt dispute-settlement panel.

The whole impetus of the ICC meeting, attended by 700 business leaders, is in favour of the expansion of free trade and continued economic growth so long as it is compatible with protection of the environment - the concept of sustainable development.

A debate on trade and the environment is expected soon at a regular meeting of the council of Gatt.

Meanwhile, the ICC will work on the issue and intends to present a policy paper to the world environment development conference in Brazil next year when an international convention to combat global warming will be drawn up.

Some ICC members believe that a "bottom-up" solution will emerge, with harmonisation of environmental regulations being initiated on a regional basis by institutions such as the Economic Community and the OECD.

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UK NEWS

Greens wilt as their vote wanes

By Ralph Atkins

A WILTING Green Party yesterday opened its spring conference amid growing internal factionalism, desperate opinion polls, and near-zero demand for cashew nut pastas and carrot cake at Bridlington's spa conference centre on the English east coast.

An overstretched party will fight only about 11 per cent of the seats up for election on May 2, but even that will mean about a tenth of its 15,690 members standing as candidates.

As the Greens prepare to launch the local election campaign this weekend, the party has returned to where it has been for most of its existence on the sidelines of politics, viewed as "loopy" by the mainstream parties and refusing to play the normal rules of politics.

Organisational problems are openly acknowledged. Some members blame finances. The party's annual turnover is no more than an average Conservative constituency association. Others blame "the tyranny of structurelessness."

Attempts to improve party organisation have backfired. At the time of the European elections in 1989, the party had three national speakers and 15 per cent in opinion polls. Now it has 38 speakers and a statistically insignificant standing in opinion polls.

Some speakers are believed to be threatening to resign if no reforms are made at the Party's autumn conference, prompting speculation that a rival Green Party could be set up.

In practice, the British Greens - like sister parties across Europe, most notably in Germany - have devoted as much attention to internal bureaucracy as selling their message. It's a Catch-22 situation, because reformists have to work within the existing system.

All members have a right to attend conference and have a say in decision-making. "I have been to five Green Party conferences, but I have not yet been able to work out who is doing what," protested one member yesterday in the middle of an exhausting session of procedural gobbledegook.

Anti-federalists likely to rue attack on Major

By Ivo Dawson, Political Correspondent

THE astonishingly intemperate attack on UK Prime Minister John Major by the Bruges Group may have temporarily wounded a prime minister already noted for his sensitivity to criticism.

But it has also all but disarmed what has long been one of the few genuinely powerful lobby groups on the Thatcherite right. This bonus will not cut much ice with Mr Major, however.

Coming on top of the Labour opposition's repeated accusations of "dithering" and recent carping from the sidelines by Young Conservatives, the all-out assault from supposed friends of the Tories is more than a mere irritation.

Late it or not, it will serve to reinforce, at least in some voters' minds, an accumulating impression of weakness and indecision that Mr Major has been struggling to shrug off.

The attack from Downing Street and Conservative Central Office was deft and, while few Tories had actually seen the statement, there can be little doubt that their jaws would also drop with a quick glance at the language it employed.

Not only did it accuse Mr Major of "wobbling", dissembling and demeaning gesture politics; it virtually levelled the charge of complicity through inaction in genocide of the Iraqi Kurds.

"Was the price paid for the overthrow of Mrs Thatcher paid for with the blood of thousands of innocent Iraqis?" it asked.

The statement then went on to charge the prime minister with refusing to clarify his position on political and economic union in the EC, preferring to lead a "charm offensive to disarm Chancellor Kohl".

Undoubtedly, the attack reflects a small, probably very small, body of opinion within the Tory party which is seriously concerned at a perceived softening of the party leadership's dealing with Britain's EC partners.

Equally, it is now clear, it was written without wider consultation by just two officials - Mr Patrick Robertson, the group's 22-year-old secretary, and Dr Alan Sked, a London School of Economics historian



Thatcher: denounced attack on her successor at No 10

who serves on its council.

But what has rocked many of the Bruges Group's members and supporters has been the political naivety of a statement published in their name.

Few doubt it has now seriously undermined what - since its founding in the wake of Mrs Thatcher's celebrated Bruges speech in 1988 - was viewed as the most politically influential voice of anti-EC federalism in British politics.

Yesterday, both co-authors of the statement were defending their action by underlining the group's official non-partisan credentials.

This will impress few. While the group's confidential membership list may well be open to all, no-one doubts the basic political sentiments of a lobby that claims the backing of

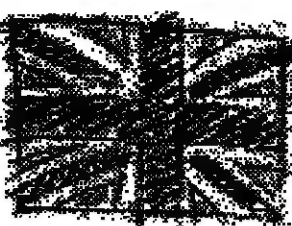
more than 100 Tory MP members and proudly boasts Mrs Thatcher as its honorary president.

Denunciations of the statement by Mrs Thatcher herself, Mr Norman Tebbit, and prominent anti-federalist MPs like Mr William Cash, together with promises of an inquiry by Lord Harris of High Cross, its cross-bencher chairman, may not be enough to right the damage.

Indeed, one confidant of Lord Harris said that he was privately speculating yesterday as to whether the lobby could now survive.

Ironically, this heavy-handed attempt to bully Mr Major back on to the straight and narrow path of Thatcherite European policy may have played right into the pro-Europeans' hands.

BRITAIN IN BRIEF



Elf plans big investment in refinery

Elf Aquitaine, the French oil group, plans a major investment in the Milford Haven refinery in Wales which it bought last year from Amoco, even though the £300m acquisition is still under investigation by the UK Monopolies and Mergers Commission (MMC).

Elf said it planned to build a new \$36m naphtha isomerisation plant in partnership with Murphy Oil Corporation to increase its capacity for producing lead-free petrol at Milford Haven.

The Amoco deal, which included around 250 petrol stations as well as the Milford Haven refinery, was referred to the MMC by Mr Peter Lilley, the trade and industry secretary, despite advice of the Office of Fair Trading that there was no need to launch an inquiry.

European court threatens action

The government may face action in the European Court of Justice over the way it has implemented EC laws on the control of noise at work.

The European Commission has written to the government saying that UK legislation does not adequately reflect the intention of a European directive on noise. The government's response is being considered but it is likely that the Commission will press ahead with formal proceedings, which could culminate at the European Court.

The clash between the government and the Commission has implications for other EC health and safety directives which will have to be incorporated into UK law.

Personal loans fall sharply

Lending to the personal sector has fallen sharply as the recession has affected the demand for credit, according to official figures.

In its latest quarterly analysis of bank lending to UK residents, the Bank of England said the personal sector's share of the latest increase in sterling lending had fallen to 12 per cent. It was the lowest quarterly figure since the current series began in the quarter to February 1987.

Industrial and commercial companies' appetite for sterling was sharpened by takeover activity and the sector accounted for a 47 per cent share of the increase in lending of £7.5bn in the three months to end-February.

Motorways get £312m upgrade

More than 80 miles of Britain's motorways will be repaved this year in a record £312m road maintenance programme.

The Department of Transport says it will spend £18m more in 1991-92 on the motorways and trunk roads maintenance programme than in 1990-91.

Mr Christopher Chope, roads and traffic minister, said new systems and techniques were being developed to minimise delays while the work is carried out.

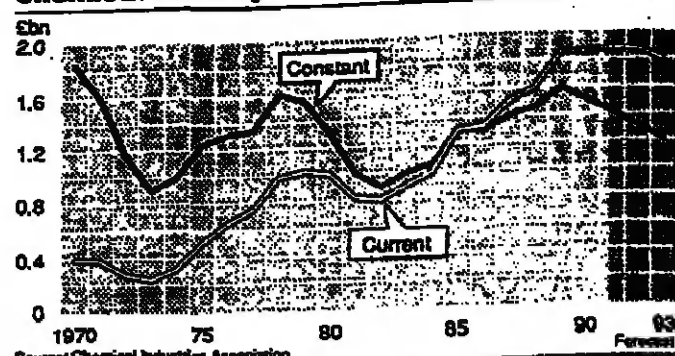
Sinn Fein wins RUC damages

Mr Hugh Amessley, Chief Constable of the Royal Ulster Constabulary, has been ordered by the High Court in Belfast to pay £5,600 damages to Sinn Fein, the political wing of the Irish Republican Army (IRA).

Mr Justice Keble ruled that the police had no authority to seize or retain property and documents from the party's offices using search warrants for unrelated offences in the same Belfast building which were raised by anti-racketeering officers last year.

The court ruling is certain to embolden the British government, which has consistently criticised Sinn Fein for its support of the illegal IRA.

Fixed capital expenditure by the chemical industry



Chemical investment falls by 8%

Investment by the UK chemical industry fell by 8 per cent in real terms in 1990 and will decline by a further 4.5 per cent in 1991, according to the annual investment intentions survey released by the Chemical Industries Association. Mr Keith Wey, the association's senior economist, warned: "1991 is going to be a very tough year and if the economic outlook and performance do not improve or show signs of improving in the second half, this year's investment programme may still prove to be too optimistic." The association is now predicting a 3-4 per cent fall in UK chemicals output in 1991. The investment survey, which includes all large chemical companies in the UK, shows the downward trend continuing into 1992 and 1993.

Customs attack BT 'bullying'

The UK Customs and Excise office has criticised British Telecom, the communications network, for using "bullying" tactics over its need to levy new tax charges in its phone bills.

BT earlier this week blamed Customs and Excise for not giving it an extension of six weeks to give it time to adjust its computer systems to take account of the 2.5 per cent increase in Value Added Tax announced in the budget last month.

Customs and Excise responded by accusing BT of thinking "they are so big they can bully anyone, including us".

Customs claimed BT had no excuse for being unprepared for the VAT increase because they had been told 10 years ago to make sure their computers were ready for any adjustments in the tax.

Steel output falls

UK steel production in March was 11.3 per cent down on the same period last year at an average of 329,700 tonnes a week, according to British Steel and the Independent Producers' Association.

Lloyd's 'will be' cleared of fraud

Mr Alan Lord, a deputy chairman and chief executive of Lloyd's of London, confidently claims the current investigation by the Serious Fraud Office would clear Lloyd's within the next four to six weeks.

News that the SFO was looking at the possibility of an investigation into allegations of possible fraud in the Lloyd's insurance market came to light just before Easter.

The SFO's enquiries centred around the so-called "Donner" affair which related to certain roll-off reinsurance contracts, where it was alleged that certain relevant information was deliberately withheld from the underwriters.

Companies fail

More than 4,000 companies could fail this year, compared with 2,694 in 1990 and 1,157 in 1989, according to a survey by KPMG Peat Marwick McLintock, the accountancy firm.

The latest survey showed 1,089 companies were placed in receivership in the first three months of the year, an increase of 26 per cent.

GOOD PROSPECTS

OPTIMISM FOR EAST GERMANY

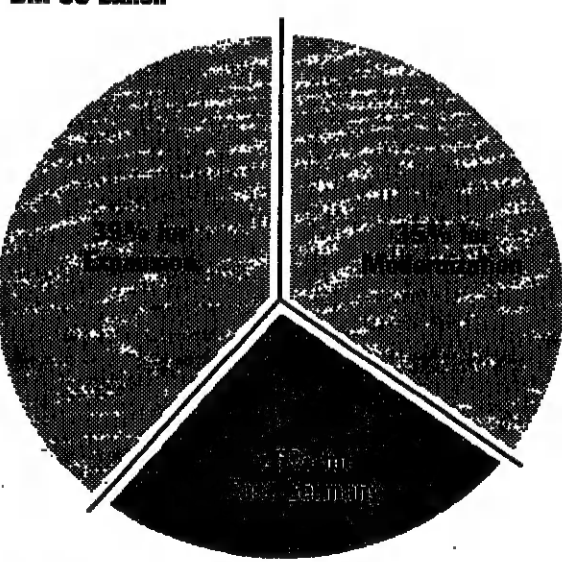
1990 AGAIN SATISFACTORY

All business areas contributed to the growth in sales. Despite reduced results in the chemicals sector, net income after minority interests reached again a satisfactory level. Earnings per share declined by 3% to DM 28.20. At the Annual General Meeting, an unchanged dividend payment of DM 11.00 per share will be proposed.

GROWTH IN ALL SECTORS

The electricity sector was given impetus by the good economic climate and by electricity supply to East Germany and France. In the chemicals division, further progress was made with the strategy aimed at extending the range of specialty products; furthermore, the international position was strengthened. In the oil sector, an increase in the supply of refineries from own sources and larger production margins showed positive effects. Trading/transportation/services continued to grow. RHENUS, an affiliated company of STINNES, and Schenker integrated their international forwarding activities in a joint company.

Total investments 1991-1995 DM 30 billion



DM 7.7 BILLION FOR EAST GERMANY

VEBA is planning to invest DM 30 billion worldwide up to 1995, about 26% of which will be placed in the Länder of East Germany. Together with partners, PREUSSENELEKTRA signed agreements on cooperation at the system level (electricity generation and high-voltage transmission) and will acquire majority interests in a number of electricity companies. VEBA KRAFTWERKE RUHR (VKR) intends to build a 900 MW combined heat and power station for Buns in Schkopau. VKR's waste disposal busi-

ness and environmental services are being developed rapidly. HÜLS considers to acquire three companies, which are extending the business of specialty products. VEBA OEL, together with RWE-DEA, has made an offer concerning the takeover of 75% of the Schwedt refinery and wants to acquire Erdöl-Erdgas Gommern. STINNES and RAAB KARCHER have already built up a wide network for their activities in East Germany. VEBA WOHNEN is developing projects in the sector of business properties and offers services around construction, housing and urban planning.

VEBA TODAY

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The interim report will be sent to you on request. Please contact: VEBA AG, Karl-Arnold-Platz 3, D-4000 Düsseldorf 30

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Key Figures 1990		1989	1990	Change
Sales	DM million	49,208	54,896	+ 12 %
Net Income After Minority Interests	DM million	1,246	1,094	- 12 %
Earnings per Share	DM	29.10	28.20	- 3 %
Dividend Payment Proposed per Share	DM	11.00	11.00	—
Total Investments (Extended Group)	DM million	6,298	5,280	- 16 %
Employees		94,514	106,877	+ 13 %

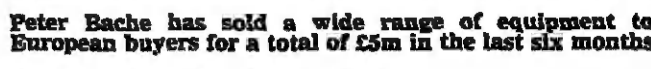
By Clay Harris

Price Water

By Andrew Baxter

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Andrew Taylor on the European demand for used UK equipment



By Michael Smith and Lisa Wood

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MANAGEMENT

Leadership is taking on a new meaning and team-work is all. Simon Holberton continues his series on managing for quality

Why Amdahl does not ignore the human side

Total quality management has two prerequisites. One is to introduce a recognised system for standardising production and imparting the skills needed to monitor work processes; the other is to train management and the workforce to operate in a less hierarchical and a more co-operative environment.

Quality consultants and experts alike refer to the first as the "hard" skills and second as the "soft" skills associated with TQM.

Many companies believe that they can be "quality" manufacturers or service providers simply by getting accreditation to BS 5750 - an industrial standard developed by the British Standards Institute in the early 1980s. But this does not guarantee quality; it is quite possible to be a BS 5750 company and produce poor quality goods systematically.

Teaching skills to workers, such as statistical process control - "Pareto charts", "fishbone diagrams", "root cause analysis" and the like - is, therefore, a necessary but not sufficient condition for quality manufacture.

Although improvement can be gained by implementing only the "hard" skills associated with TQM, for superior performance - performance which only comes through a shared sense of purpose and a single-minded orientation towards the customer - companies have got to embrace the "soft" processes as well.

As Armand Feigenbaum, who 40 years ago coined the term "total quality control", said in London recently: "Quality is a way of managing; it is not a technical activity." David Hutchinson, managing director of a UK consultancy specialising in TQM which bears his name, agrees: "People often think that getting the systems and processes right is enough; they often ignore the human side."

No one could accuse Amdahl Ireland of that. The Dublin-based subsidiary of Amdahl Corporation of the US and manufacturer of high-performance mainframe computers



has directed much of its efforts to getting the "human side" of work and management right.

In so doing, Amdahl has redefined what managerial success means: promotional opportunities depend on managers' abilities at participating in cross-functional teams, not their ability to build empires within functions. Furthermore, the progress management has made in training Amdahl's workforce is such that the company has set the objective of turning the 300 or so workers engaged in manufacturing and testing its computers into "self-managing" teams. By December it hopes to have the 120 workers involved in testing Amdahl's computers operating in self-managed units.

Self-management is the antithesis of the so-called "scientific management" associated with Frederick Taylor and still so widespread in industry today. Instead of breaking down a computer into parts which are assembled serially

on a production line, self-management, Amdahl-style, puts the people who work in production and test operations into teams which build large-scale assemblies. In a sense, it is an attempt to reintroduce a notion of "craftsmanship" in a late 20th century factory.

But for all that, self-management is also something of a misnomer. The men and women who manufacture, assemble and test Amdahl's computers do not decide what to build and when to build it. They do not control completely the work schedule. But there are spaces in between where they have significant control, such as in factory layout, managing their time (the factory works on a "flexitime" basis), their level of skill (they can be trained to do as many operations as they wish), together with a total responsibility for the quality (that is, perfection) of the work they do.

"We didn't set out in 1985 [when Amdahl embraced TQM] to do self-management," says Clem Smyth, director of production and test operations. "We didn't even know that it existed as a concept."

But what Smyth does know is that self-management is the logical outcome of the change that has occurred at Amdahl over the past five years. This change, which has been driven by training and team-work, has resulted in Amdahl's produc-

tion and test workers moving from a position of being able to monitor their own output and correct errors to one of prevention of errors and the improvement of processes.

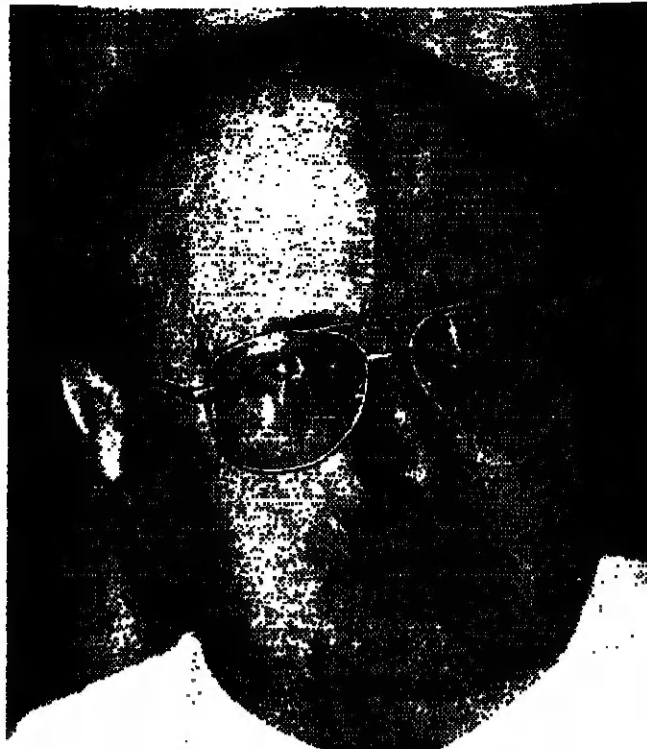
"As production and test people got more proficient they identified problems and solved them before a manager knew they existed," says Smyth. "They experienced a growth in autonomy - the problems they solved weren't selected or approved by management - but we had not set out to create that growth in autonomy."

"As they got into improvements and enhancements of work processes they took total responsibility for quality and for the scheduling of work. They didn't need to get approval for overtime let alone needing a supervisor to organise it. So why do they need a supervisor around when he is often dysfunctional to the working of a group?"

The growing autonomy that production and test workers achieved has led Amdahl to reconsider the role of supervisory and middle management. The roles of these managers have changed from giving orders and inspection to guidance and enabling. It is planned that the two or so "managers" who will oversee Amdahl's test area will be there primarily to help solve conflicts between teams, if and when they arise.

"The supervisor's role has changed from being the centre of control and decision-making to being a leader, a provider of resources and a facilitator. The supervisor is becoming part-manager; it is hard here to find a plant supervisor who doesn't have a company-wide perspective. Supervisors are spending 50 per cent of their time in cross-functional teams on issues that don't relate to their area. With this knowledge it makes them more promotable."

Team-work pervades Amdahl. Managers spend up to 60 per cent of their time in cross-functional teams, and in some cases much more. Smyth claims that "any change that is being seen through is done in team-work, not through the



Clem Smyth: "Departmentalism is seen as delinquent"

functional structure." This, in turn, has had an effect on the way Amdahl defines managerial success.

"The more thoughtful managers learn that the way to get on is to be on a well-functioning team than through empire building," says Smyth. "The criteria for moving up is different. Where individual stardom is rewarded it leads to people not sharing information. Team-work makes that sort of behaviour redundant. If they are rewarded on the basis of motivating and leading teams then that's what they engage in. Departmentalism and territorialism are seen as dysfunctional... delinquent. Achievement through collaboration is what's rewarded here."

So how successful has this all been? By 1987, the goal of "zero" defects was close to being achieved. In that year, Amdahl's workers achieved 0.05 defects per assembly (that is, one defect in every 20 assemblies). Since then, such measurements have moved on to the parts per 1,000 and parts per million as corrective action techniques were replaced with prevention techniques.

The introduction of team-work and "just in time" inventory control has had equally startling results. In 1985 it took Amdahl 125 days to build a mainframe computer; in 1990 it

took 59 days. In 1985 the weekly volume of work orders - internal invoices for parts or assemblies - averaged 800; last year it averaged 14.

Before the inception of TQM, Amdahl management used to budget for overtime equal to 6-7 per cent of work time. Now overtime is 0.4 per cent of time worked, and this at the same time as output has risen.

"People here take responsibility. To be behind schedule is not something they are proud of. It is an embarrassment not to function properly and it is not seen as an opportunity to earn more by doing overtime."

But Smyth is emphatic that TQM is not about making gains in productivity. For him it is about global competition and effectiveness, where effectiveness is defined as customer satisfaction.

"The definition of quality is when your market share increases, when people come back to you and recommend your products to others. It's a wrong mind-set to say you will introduce TQM to get schedule adherence, or cut out middle management or make cost savings. And, you don't get people to do things; you create an environment where they enjoy what they are doing."

Previous articles in this series were published on March 20 and April 3.

Using intellect within guidelines

If you thought leadership was all about the ideas and attitudes that spring from the mind of the chief executive, forget it.

Leadership is a quality that many companies are now trying to develop throughout their organisation.

"Empowerment", "team leaders", "teamworking" are some of the labels and concepts associated with this growing trend which, for some companies, is going as far down the line as is possible: to the shop floor.

As a recent report by Mark Richardson notes, these developments are becoming particularly important, although not exclusively so, where TQM has been introduced - "with its stress on operator responsibility for quality and on right-first-time principles."

Under pressures of technological change and a more "enlightened" approach to the shop floor (involving consultation, questioning and feedback), the traditional foreman has had to change. His title is disappearing; those whom he used to supervise are now free to use, as one of Richardson's informants told him, "their intellect within guidelines".

Richardson notes that a catalyst responsible for changing the role of the supervisor has been the introduction of team working. Some traditional supervisory responsibilities are being devolved to operators and, as a result, more emphasis is now being placed on leadership.

This change, however, is part of a longer-term evolutionary process occurring in companies. But "the introduction of new job titles does not in itself clear away past practices or ingrained habits, particularly as many of the posts in the new structure will be filled by existing foremen or other supervisors. Even though most companies provide training in the new supervisory functions, it can take time to change attitudes."

Richardson's research has

thrown up a number of broad themes surrounding the changing role of supervisors. They are:

- Changing responsibilities. Budgets and costs are becoming part of the supervisors' new managerial domain. Leadership of cross-functional teams of workers is also being required; the skill of the manager is to know the individual capabilities of team members and allocate tasks accordingly.

- Supervisors are becoming involved in co-ordination between and across other shifts and work groups. Team briefings are featuring as a core responsibility; they afford the opportunity to outline management's plans for the company as well as to receive feedback from the shop floor.

- Recruitment and selection. The higher status now given to the first line manager is attracting a more qualified person. More rigorous selection procedures have been introduced. Some companies are using the first line manager job as a point of entry into the company for graduate recruits.

- For graduates it is the first rung on the managerial ladder, but for someone who has been promoted to the job it may well represent the pinnacle of their career. Richardson warns: "The creation of a predominantly graduate post may cause problems for the shop floor, which may see promotion opportunities greatly diminished."

- Training. Richardson says that one of the main elements in the successful transition from supervisor to first line manager is training for the role, such as courses on leadership and teamwork, planning and organisation, interviewing and communication skills.

- He also notes that after training, the supervisors themselves are turning into trainers of their own team. "Supervisors, IDS Study No 474, April 1991, *Income Data Services*, 188 St John Street, London EC1V 4LS. By subscription.

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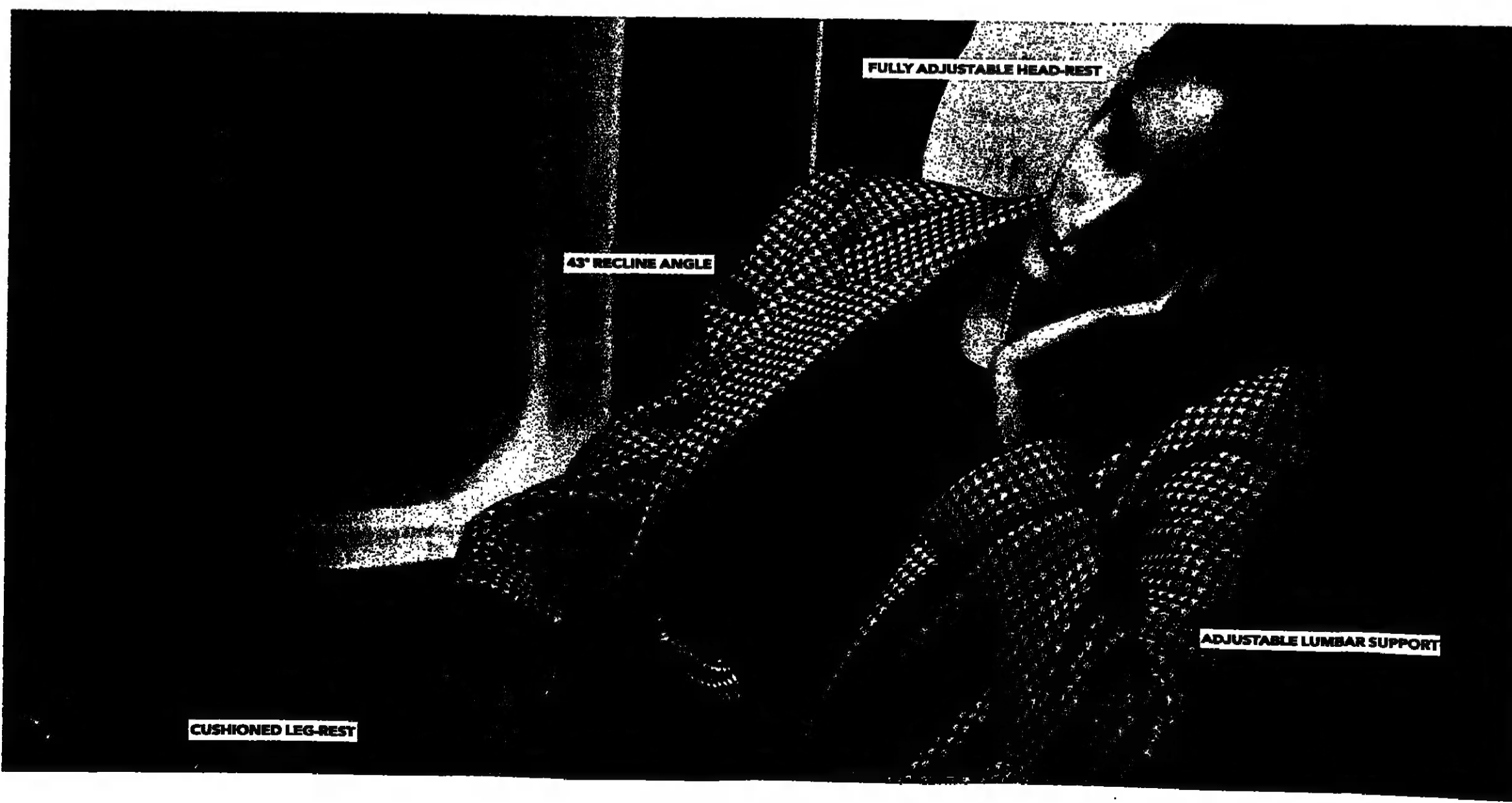
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APR 12 1991

Entrepreneurial spirit spreads to pubs

By Vanessa Houlder



Inn of happiness: the Somerset Arms at Melksham, Wiltshire, offered customers a 90-seat restaurant and bedroom accommodation within two years of signing a 20-year leasehold.

A t 8.59 and 30 seconds on Monday morning, Grand Metropolitan set the seal on its £2.4bn pub-for-breweries deal with Foster's Brewing Group with half a minute to spare. Any later and the complexity of moving billions around the banking system would have meant postponing the deal.

This drama capped a transaction that took four-and-a-half years to come to fruition and which, more than any other, is turning the brewing industry - and the role of property in the industry - upside down.

GrandMet is selling its UK brewing operations to Courage and injecting most of its own and Courage's pubs into a new jointly-owned company, called Entrepreneur Estates.

The deal creates a £2.4bn licensed property company, comprising 8,450 pubs, although more than 1,100 will be sold over the next two years to comply with the demands of the Monopolies and Mergers Commission. The agreement promises a radical overhaul of the way in which pubs are treated as property assets. As a result, they may be brought into the mainstream of the commercial property industry as attractive investment vehicles for institutions.

If GrandMet has its way, tenants' rents will no longer be measured by yardsticks such as the number of barrels of beer they sell. Similarly "dead" pub tenants should no longer be subsidised by the brewers in return for providing a guaranteed outlet for the beer. Instead, pubs will have conventional 20-year leases and

unsubsidised rents.

The idea, first implemented by GrandMet in March 1988, was born a few years earlier when the group began to analyse the returns from its various businesses more closely. When it examined its brewing and public houses arm separately, it found a retail business mixed with a distribution business, mixed up with a

property business. "It was massively under-managed," says Mr Bob Williams, chairman of Grand Metropolitan Estates. Once the income streams for the various businesses had been split, the company was unwilling to continue to allow the brewing to subsidise the pubs. Instead, it wanted to maximise its property returns. At the same time as increasing the rents and introducing a

conventional lease structure, GrandMet wished to inject some more entrepreneurial spirit into the way its pubs were run. "There had been this paternalism built up over centuries to tenants," says Mr Williams. "Most of the tenants were not businessmen, they were failed professional footballers or retired copper. The brewers wanted people who would do as the brewers

asked," he says.

Nonetheless, a high proportion of GrandMet's tenants have stayed with it after the imposition of the new leases. Over the past three years, GrandMet has agreed terms on almost 2,700 leases, or 80 per cent of its estate, of which just over 60 per cent were existing tenants.

Under the new system, GrandMet stresses the operational independence that would be gained by the tenants who will now be allowed to make their own improvements, which will not be included in the next rent review. They also emphasise that the 20-year lease term allows tenants to take a long-term view of their businesses and plan. Unlike other pub agreements, this allows tenants to keep all their gaming machine income.

The relationship between landlord and tenant is not totally independent, however. Lessees are obliged to buy a certain amount of beer from the brewer, although under the GrandMet/Foster's deal, the tie will last for a maximum of seven years.

The scheme has provoked a mixed response from tenants. For some, it has provided an opportunity to branch out and invest in restaurants and accommodation. But it has not been universally acclaimed.

The removal of the subsidy, plus the rent rises of the past three years, has meant a 50 per cent increase in the average rent.

The failure rate of tenants is running at about 5 per cent, Mr Williams says that this is a normal rate and he denies that the steep rent rises at a time of recession are causing unusual problems for tenants. "It is definitely the case that our performance is significantly better than the old system in terms of businesses that have failed," he says.

Nonetheless, he makes no attempt to the upheavals and redundancies that have resulted in the pub division as a whole because of the new lease structure. The role of the area manager, for instance, has disappeared. "We have dramatically rationalised by cutting out a layer of management," he says.

The past couple of weeks have been tough for the managers of the Courage estate. "I am a believer in only going through the pain barrier once," says Mr Williams.

However committed to its new system, GrandMet admits that it will not work for every pub. "Twenty year leases are only relevant to successful pubs," says Mr Williams. Some Courage pubs did not make the grade and are being sold rather

than injected into Entrepreneur Estates. In Mr Williams's view, the traditional link between the volume of beer sales and the size of a brewer's pub estate has resulted in substantial numbers of unviable pubs. "There are 15,000 to 20,000 pubs too many in the UK," he says.

GrandMet must hope that it has picked out those with the potential for success. After a couple of years of no rental growth it predicts that rents will grow by 2 per cent after inflation. With the benefit of the rent reviews it reckons it should start coming into profit in year three, which will allow it to start paying off its debts.

Its bank debt, which was arranged by Barclays, Citicorp, NatWest and Warburgs, amounts to £1.35bn, plus an extra £160m that will be paid off after two years from the sale of some former Courage pubs. The loans are based on a 60 per cent loan to value ratio, assuming the value of the portfolio is £2.4bn.

The estate's value has already dropped from £2.8bn last March, thanks to the decline in property values. GrandMet hopes the worst is over. "I believe we have seen the worst of the downturn," says Mr Williams.

The investment performance

of the pubs is important not just for GrandMet's own finances but also for the prospects of pubs as investments. With the new lease structures, there seems to be no obvious reason why pubs should not take their place with retail, office and industrial properties in institutional portfolios. However, gaining acceptance may be a long haul as institutions rarely own pubs except where, for instance, they form a part of a larger development.

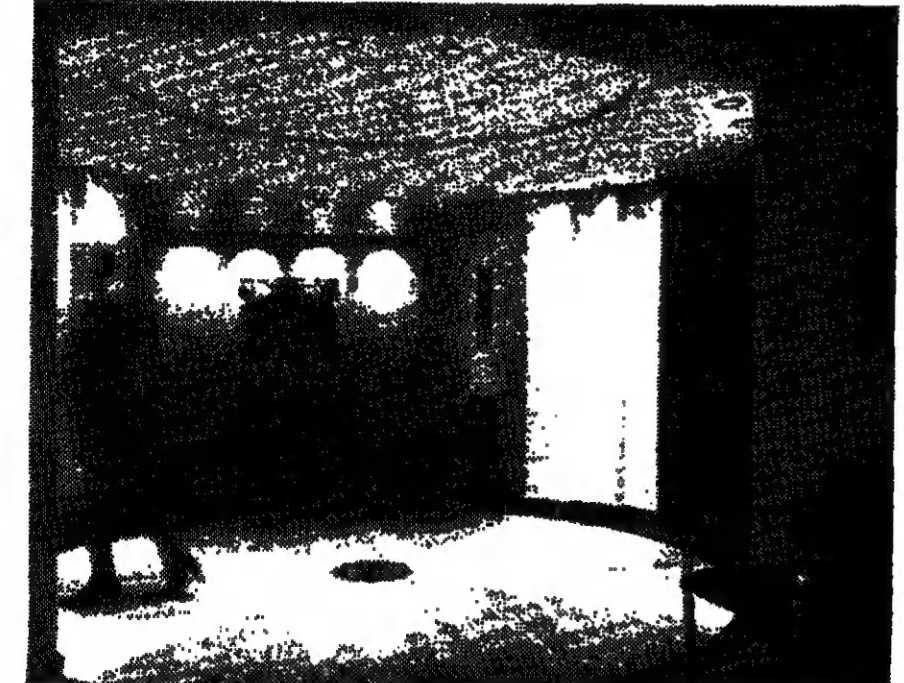
It is not that they have performed badly in the past. Indeed, according to Mr Rupert Nabarro of IPD, a research group, they were probably the best performing property assets in the 1980s. However, institutions are likely to be nervous of getting involved until there is a satisfactory flow of information on matters such as rent reviews. To get the ball rolling, GrandMet has commissioned IPD to carry out a study of the market.

Looking to the future, GrandMet probably has an interest in establishing a healthy investment market for pubs. As a company interested in international brands in food, drink and retailing, it is hard to see why it should have a long-term commitment to a property company.

TOTAL RETURNS (%)

	Retail	Office	Industrial	All Properties
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Source: Investment Property Database



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Fraud issue to be tried in bank case

OWENS BANK LTD v BRACCO AND ANOTHER
Court of Appeal (Lord Justice Parker, Lord Justice Balcombe and Lord Justice Ralph Gibson) March 27 1991

ENFORCEMENT OF a foreign judgment given in a country which is not party to the 1968 Jurisdiction and Judgments Convention, is not subject to convention provisions, and the English court is therefore not obliged to decline jurisdiction in enforcement proceedings on the grounds that proceedings raising the same issues have been started in another contracting state. And defence allegations that the judgment was obtained by fraud can be tried in the English enforcement proceedings if a *prima facie* case of fraud is shown by the defendants, irrespective of whether it will be necessary to reinvestigate facts which were in issue before the foreign court.

The Court of Appeal so held when dismissing an appeal by the defendants, Mr Fulvio Bracco and Bracco Industria Chimica spa, from a decision of Sir Peter Pain sitting as a High Court judge, refusing to decline jurisdiction on an application by the plaintiff, Owens Bank Ltd, to register a foreign judgment against the defendants, and dismissing an appeal by the bank from the judge's decision ordering trial of an issue of fraud raised in defence to the application.

LORD JUSTICE PARKER, giving the judgment of the court, said that in an action in the Supreme Court of St Vincent the bank claimed it had lent Bracco 5m Swiss francs.

The bank said the loan was acknowledged on documents which were signed by Bracco, and which gave the St Vincent court jurisdiction in the event of dispute.

After the bank's case was closed in the St Vincent court the defendants sought to set up a new defence that the signatures on the loan documents were genuine but had originally appeared in the wide margins of a different contract; that the margins had been cut off; and that the bank had then typed in the rest of the document.

The court did not permit the defendants to set up the defence at such a late stage, and gave judgment for the

bank for \$Fr10,543 together with interest on the principal sum of \$Fr8m. An appeal was dismissed by the St Vincent Court of Appeal.

The bank applied under section 9 of the Administration of Justice Act 1920 to register the St Vincent judgment in the UK. The defendants sought to resist the application on the ground *inter alia* of fraud.

Before, during and after the St Vincent proceedings, criminal and civil proceedings had been commenced in Italy by the bank and by the defendants, in which the issue of fraud was squarely raised.

The defendants sought orders to set aside the English proceedings on the ground *inter alia* that under article 21 of the 1968 Civil Jurisdiction and Judgments Convention, the court must decline jurisdiction in favour of Italian courts; under article 22 of the convention, the court could and should stay the English proceedings. Alternatively, the defendants contended that the court should order issues to be tried as to whether registration was prohibited by section 9(2)(a) and (b) of the 1920 act.

By section 9(2)(d) and (e) registration of a judgment obtained in a British dominion or territory was prohibited if obtained by fraud, or if the cause of action, by reason of public policy, would not have been entertained in the UK.

The preamble to the 1968 convention indicated that it was concerned with the jurisdiction and with the reciprocal recognition and enforcement of judgments of the courts of contracting states *inter se*. Nothing in the convention suggested any wider interpretation than was indicated by the preamble.

The convention therefore had no application to proceedings for the recognition and enforcement of judgments of non-contracting states, and in particular to proceedings under the 1920 act.

Even if that conclusion were wrong, article 21 of the convention, which provided that the court should decline jurisdiction where proceedings had already been commenced in another contracting state, could not avail the defendants. By article 16(5) the English courts would have exclusive jurisdiction under the 1920 act.

Nor did the court have power to stay proceedings or decline jurisdiction under article 22, which provided for

stay or decline of jurisdiction where related actions were brought in different contracting states. Article 22 was concerned with original proceedings or actions, not with proceedings for enforcement of judgments obtained in original proceedings. Unless an issue arose in the bank's application for registration, no question of staying the proceedings could arise.

Under the rules of evidence applicable to enforcement of English judgments there would be no issue. Mr Mann for the bank contended that those rules applied. Miss Dohmann for the defendants contended that the more liberal rules applicable to foreign judgments applied.

In *Bank of Australasia v Niles* (1881) 16 QBD 717 it was held that a foreign or colonial judgment was not examinable on the merits for the purpose of showing the contract sued on was not made, or was procured by fraud, or that the judgment was erroneous.

In *Abouloff v Oppenheimer* (1909) 10 QBD 293, on a claim on a Russian judgment allegedly obtained by fraud, the plaintiff argued that the question as to the alleged fraud was investigated in the Russian courts and decided against the defendant, and that on the authority of *Niles*, the English court could not enquire into the merits of the case.

Lord Coleridge CJ rejected any contention that the rules applicable to the raising of fraud as a defence to an action on a foreign judgment were the same as those applicable to an English judgment.

He held that the question was "whether... the foreign court has been misled intentionally by the fraud or the person seeking to enforce it, whether a fraud has been committed on the foreign court with the intention to procure its judgment".

In *Vadala v Laues* (1890) 25 QBD 310 an attempt to persuade the Court of Appeal to modify or depart from the decision in *Abouloff* did not succeed.

Lord Justice Lindley said "if the fraud on the foreign court consists in the fact that the plaintiff has induced that court by fraud to come to a wrong conclusion, you can re-open the whole case even though you will have to go into the very facts which were investigated and which were in issue in the foreign court".

The decisions in *Abouloff* and *Vadala* were binding. In particular it was clear that the rules for setting aside an English judgment on the ground that it was obtained by fraud were not the same as those applicable to a foreign judgment.

The *Abouloff* and *Vadala* decisions had been consistently treated by the Court of Appeal as binding authorities (see *Syal* (1948) 1 KB 443; *Jet Holdings* (1990) 1 QB 355; *House of Spring Gardens* (1990) 2 All ER 290). It was therefore clear that in the bank's proceedings under the 1920 act the rule in *Abouloff* was to be applied.

On the evidence there was a *prima facie* case that the St Vincent judgment was obtained by fraud. Accordingly, there was an issue to be tried.

The court had power to grant a stay of the English enforcement proceedings pending resolution in Italy of the same issue. Sir Peter Pain declined to exercise that discretion.

There were, as the judge recognised, two main objections to grant of a stay.

First, it was by no means clear that the Italian proceedings would inevitably lead to a decision whether the St Vincent judgment was obtained by fraud; second, the judge said the evidence showed a decision on the issue in Italy was not imminent, "rather the reverse". There was nothing wrong in that as a ground for refusing a stay.

That was not to say there might not come a time when the defendants would be able to satisfy the English court that the issue whether the St Vincent judgment was obtained by fraud would necessarily arise in Italian enforcement proceedings in a form that could create an issue estoppel.

The bank's appeal and the defendants' appeal were dismissed. The issue of fraud directed by Sir Peter Pain to be tried would proceed. The court declined to refer questions as to the interpretation of the convention to the European Court of Justice.

For the bank: *Martin Mann QC and Michael Gadd* (Charles Russell)

For the defendants: *Barbara Dohmann QC and Tom Beazley* (Clifford Chance)

Rachel Davies
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AND IN THE MATTER OF

THE COMPANIES ACT 1986

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DATED this 11th day of April 1991

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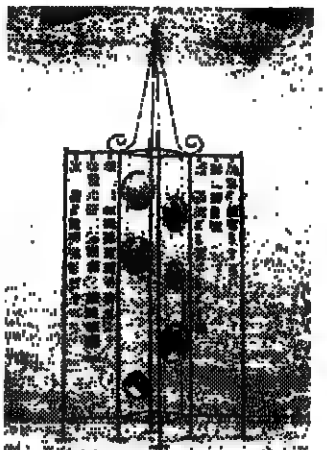
All great art demands a combination of invention and execution. The decorative or applied arts, one man, woman or group were rarely responsible for both until the evolution of the arts and crafts ethic in this century. Today's craftsmen who make what they design have to be both artist and craftsman, creative thinker and consummate technician.

Difficulties arise when either "art" or "craft" is allowed to dominate. There are few things more depressing than a work of art that is exquisitely crafted but fundamentally hideous, or more maddening than a shoddy workmanship on a considered object — a wobbly table or a chair that is uncomfortable in all on.

Fine art rather than craft is the prescribed base of the Decade of the Diploma Course. The City of London Art School, which began its month with a show at Smith's Galleries (25 Neal Street, WC2), until April 20, sponsored by TSB Group plc, Roger Grey, Principal of the school, emphasises the use of traditional decorative techniques in a 20th century idiom, drawing on the major movements of modern and contemporary art.

The Decade of Art presents the work of 33 graduates of the course, and five currently in their third year. Most is for sale or available on commission. The exhibits bear witness to the origins of the course in treating the decoration of flat surfaces rather than the construction of objects, and evidence abounds of the students' solid grounding in sound commercial decorative skills such as trompe l'oeil painting, stencilling, screen printing, papier-mâché, gliding and every conceivable means of tarnishing and distressing metal.

Something of house specialities are mirrors in gilded or silvered frames, or bordered with verre églomisé (gliding on with reverse decorative metals). The millinery surfaces are



Jane Fox's chain-mail screen

especially beautiful. They are as effective when with pleasing restraint, as in Anna Trollope's distressed silver-framed mirror, or in more complex schemes such as Camilla Meddings's large screen decorated with subtly reflective tarnished silver leaf and Elizabethan portraits.

In sharp contrast to the obviously commercial pieces is the technically or formally more experimental work. The vast screen by Camilla Meddings, for example, is less a functional object than a brutalist sculpture. Conceived in trap and light, it is an imaginative manufacture in metal and stained glass. Leopold Hundingdon-Whiteley exploits the reflections of marks made on glass, whether acid-etched, inked or sand-blasted.

The importance placed on draughtsmanship and drawing from life is apparent throughout. Particularly impressive is Katrina Ikin's Paul's Screen, which freely adapts the quick biro studies made of the interior on site hanging alongside.

Another painterly work is the gloriously patterned floor cloth by Judith Shand, their fluidity and melodic colour a particularly welcome contrast to the predominantly angular and monochrome work of Carey Mortimer's intricate metal

One of the most remarkable — and revealing — features of the last decade is that increasing numbers of artists and designers have been supported, however precariously, by the market. Living with works of art has possibly never been more highly valued than in the post-industrial age. In so many productions of contemporary artist-craftsmen it is not so much that the pot is wobbly, so to speak, but the design aesthetic, invention, technique, execution, and the maker, however, can be honed, and the work should be.

Susan Moore

Francesca da Rimini

TEATRO REGIO, TURIN

The successor of Verdi, Giulio's son Tito — much to Puccini's annoyance — supported Riccardo Zandonai (1889-1944) to lead the next generation of Italian opera composers. Tito's plan did not quite work: Puccini represented the end of a line. Zandonai never caught on abroad, and even in Italy his work virtually disappeared after his death. But at least one of his dozen or so operas, *Francesca da Rimini*, has managed to maintain a precarious place in the Italian repertoire. This season it is Turin's turn: next year the same staging — with a different cast — will move to Bologna.

In his heyday, in the years between the World War, Zandonai (first given in Turin in 1914) was usually produced to satisfy the demands of a singing-actress diva: it was a vehicle for Iva Pacetti, Maria Gargiula, Gilda Dalla Rizza, and — more recently — Magda Olivero. Though Zandonai's music is delicately husky, finely scored, D'Annunzio's play demands a commanding, larger-than-life portrayal on the part of the prima donna. Elena Martini Nuzziata is a gifted, attractive singer, but she is not an old-fashioned prima donna. Still, in her own, untraditionally restrained way, she was an effective Francesca,

particularly moving in the scenes with her ladies and in the final act, the little duet with Biancafore Lucchini, sung by Bernadette Lucchini.

Though Puccini shares the operatic title, it is really a secondary role. The hero is pretty much of a stick — D'Annunzio wrote the 1903 play for Duse, after all; her leading man was forgettable. At the Regio, Nicola Martinucci generally did what was asked of him, though he was more rigid than romantic and, in moments of passion, tended to lapse into a plangent croon.

For the villain Gianciotto, D'Annunzio wrote some grand, wicked lines, and Zandonai set them to blustery, emphatic music. Tom Fox squeezed every drop of drama out of the part and won the audience's applause. Judging by this performance, one would not call him a specially musical singer, but — assisted by his tall, menacing physical presence — he added a vitality to the opera, which can easily lapse at times into the picturesque.

In designing the sets and costumes, Pasquale Grossi was clearly (and rightly) thinking more of D'Annunzio than of the Middle Ages. Dark, damasked panels made to confine or expand the playing areas, stained glass Gothic windows,

chickering torches, pewter goblets and clanking weapons all contributed to the oppressive, claustrophobic ambience, suggesting the actual scene of Gradara, where the real-life story is supposed to have taken place. Grossi's costumes were beautiful and cogently conceived.

Alberto Fassini produced; after his cluttered, insensitive *Ballo in maschera* at the Met earlier this season, he has done a satisfyingly straightforward. Fassini did not make his first formal opera production (the central head slammed down on the dining table; but he handled the movements of the principals intelligently.

Like many other Italian opera houses, the Regio has gone through some hard times recently, but the current season is apparently running smoothly, and this satisfying production is a welcome sign of an improved, more stable situation. The chorus and, even more, the orchestra now need attention. Yuri Abramovitch conducted with a genuine style and with the enthusiasm that composers like Zandonai, good and yet absolutely first-rank, demand and expect. But the sound of the orchestra lacked focus and depth.

William Weaver



Darcy Bussell and Christopher Saunders

A Month in the Country

COVENT GARDEN

The Royal Ballet has returned to the Opera House, after its Washington visit, with a triple bill of major works by major choreographers. Agnes MacMillan's *A Month in the Country*, *Requiem*, all identify their creators very aptly, through Balanchine's concern with a classical language, Ashton's feeling for romantic love, MacMillan's quest for imagery that fixes matters of the profoundest human significance. And because each piece boasts a score of importance, it is vital that orchestral performance sustain the dance text. On Wednesday night, with the Covent Garden orchestra under Isiah Jackson, musical blandness reigned.

If *Agon* is not electric with vitality, the dance as sharp in its dynamic contrasts as the score is in its accents and sonorities, it is nothing. With Darcy Bussell in the pas de deux, Balanchine is honoured, for Miss Bussell's physical drive, the incisive flash of her limbs and the marvellous concentration of her presence, are exactly what the piece needs. I admired also the second trio of Deborah Bull, Adam Cooper, Michael Nunn — this young Royal generation is commendably brave in technique — but the generality of the performance looked and sounded related instead of competitive, as if a place rather than a win was the point of the race.

A Month in the Country needs quite as much momentum as *Agon*, if sentimentality

is not to obscure the true sentiment of its theme. And again, the music dying on its feet as the sheer beauty of it all erodes every dynamic — is equally an enemy of credible performance. On this occasion the score had such transcendence moments that the emotional impact of the characters — which is very acutely within the music — was lost, and interpretations seemed in danger of evaporating. This is a pity since Gennadi Rozosov's emotions, the last moments of resignation pleadingly done, and Bruce Sansom gives Belyayev a clear-cut, innocent identity.

MacMillan's imagery in *Requiem* is strong enough to transcend even the polite view of Fauré's vocal writing offered by the London Voices. *Requiem*, but a central contrast in the work was endangered. The dance's anguished moments, the no less anguished plea of the text for deliverance from the lion's mouth and utter darkness, were nearly lost in a performance. When the music is made ingratiating — as it was here — then the ballet suffers, and *Requiem* is too noble a work to be thus diminished. The company performances was, nonetheless, welcome in its seriousness, and Darcy Bussell, yet again, went to the heart of her role, the dance illuminated by her presence.

Clement Crisp

Much Ado About Nothing

BARBICAN THEATRE

The Royal Shakespeare Company continues its reconstruction of the Barbedine with a mastery performance of *Much Ado About Nothing*. From the moment that Susan Fleetwood's Beatrice speaks her early line about Benedick — "How many hath he killed and eaten in these wars?" — with such delicious, teasing sexiness, we know that this is a winner.

In fact, we should have known even earlier. It is the wonderful Barbedine stage, properly used, that helps. This time the colours are mainly blue and green. Some of the devices are similar to those in *Love's Labour's Lost* which led to the RSC's triumphant return to London last week. The stage is lined with huge tapestries with a touch of topiary thrown in. There is room to hide and to be seen. Bill Allom's costumes employ every part of the wardrobe, and the lighting is full.

It is still *Much Ado*, and Benedick's play. How could it be?

But the real achievement of the production is that it is something of every part, every line and every change of mood. Beatrice and Benedick are apart not only by their wit and mutual attraction, but by their height. There is no better example of that than when they are on stage and hardly speaking. They are in the background when Claudio denounces Hero at the wedding ceremony, but they are there as silent superior figures being brought together by the tragicomic tragedy. The delivery of Beatrice's request to kill Claudio is electric.

Roger Allom's Benedick has his moments of comedy, and they are spell-binding. When he plays the audience when he is alone on stage talking about Beatrice. The transformation from cigar-smoking cynic to a man who loves is a lovely thing to see. The pair of them return in their jesting

ways at the end, making a perfect symmetry.

There are other delights along the way. At first John McAndrew's Claudio seems too slight and small, then we realise that this is a device to allow him to grow in stature when he thinks he has been wronged.

Even the more melodramatic parts of *Much Ado* come out as drama in this production, as McAndrew shows in the aborted wedding scene. Alec Linstead makes a friar who comes to the rescue a part worth playing.

The other part which comes into its own is John Copley's Don Pedro. He has an unforgettable voice and sense of timing. (He ought to marry Margaret in the end.) Then there is Dogberry, played with amiable groups by George Balch. And a lot more besides. The evening is an unmitigated pleasure.

Malcolm Rutherford

Rick's Bar, Casablanca

WHITEHALL THEATRE

Casablanca, the movie, has a niche in the cinema pantheon. It was bound to be only a matter of time before someone was digging for feet of clay. And here they are, in the play by Murray Burnett and Joan Allen from which the film was so hurriedly borrowed. It was so entirely and immediately over-shadowed that it has never been made in the stage.

The chief achievement of its authors being their failure to grapple a little more with the bottom of the character. It was so if nothing else, provide a glimpse of insight into the alchemy of history-book Hollywood. *Casablanca* was no fool when he turned down the part of Rick with the dismissal, "too coarse".

Denied Ingrid Bergman's charisma, Lois seems obviously transparent. That, of all the gin joints, she should walk into Rick's seems not so much a stroke of fate as of plotting necessity. At no point does one see Rick stopping, even as he goes to the bar. The Time Goes By.

Like Grantham makes a coolly handsome Rick, but he remains firmly in Bogart's shadow. The musical is a study in the same intonation but none of the rough edges and none of the shading that the movie does so well. The close-up can offer, this always, the most revealing of faces. He empties are full of prop-makers' faces.

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Friday April 12 1991

Italy's second republic

ITALY'S post-war constitution was designed to prevent a return to totalitarianism, and while it has been successful in many ways, it has required regular (and ingenious) tinkering to keep it running. As the result of the need to form a new government, the country's leaders have been at a substantial measure of constitutional reform.

The idea is not new, but the need for reform has become more urgent as it has grown clearer that the system has failed to meet the challenges of a modern European democracy. Unlike Germany and Japan, the Italians have the good fortune of having a US-inspired constitution creating a balance between legislature and executive. The scales tipped towards the latter. While the Italian model has provided stability - what the jokes about the vaudeville changes of government - a strong executive has been lacking. That has obliged the Italians to look increasingly to others, most recently the European Community, for discipline in passing unpalatable budgetary and monetary laws.

The need for a redrawing of the rules of the parliament and the executive, and for a shift in parliamentary arrangements in order to give the government the power to pass legislation in reasonable time, is now enough. It is also evident that there is too much duplication of effort between the Senate and the Chamber of Deputies. The Senate must be found a role in controlling and checking legislation similar to that played by upper chambers in other European democracies.

Election reform

Action needs to be taken, too, on reforming the country's electoral system, which is based on a very pure form of proportional representation. The system has encouraged the growth of a multiplicity of parties and spawned unwieldy coalitions. Recently the fragmentation has grown worse. A move to a more presidential system of government could also help. Not least, any process of reform must include action on the public administration, which has been a disappointing and unwelcome delay.

A setback for water metering

THE IDEA of water metering should be sold like any other commodity, priced by quantity, has always appealed strongly to market theorists; and when water was privatised in the UK, it was expected that the new companies would eventually sell metered water. This would give customers an incentive for economy, and suppliers an incentive to develop new resources, QED.

The real world, however, is not always so neat; and the news that comprehensive metering has been flatly rejected by Thames Water - the biggest supplier - and by the Institution of Water and Environmental Management, which represents some 11,000 professionals, should provoke some rethinking. Thames argues that metering is partly impracticable, because many houses share supply pipes, as well as being unacceptably expensive, both in install and in maintain - a rejection, but still compatible with the verdict of the Water Resources Association that metering is "practicable", at any rate for 95 per cent of users, but "expensive", with a national capital cost of £4bn. The idea, in short, may be sound, but the sums don't come tall.

The institute goes further: metering in general would be a bad idea even if it were cheap. It is "inappropriate", says the institute, because the fixed costs of providing a supply are 50 per cent of the total costs of the water undertakings. The economies promised would be "illusory", and more than offset by meter reading costs, because water is cheap, and would remain so even with the additional costs of metering. The technology to do the only important job - peak pricing to discourage use at heavy load times and in droughts - has not yet been developed. This suggests that the proponents of metering had not even done their homework.

Further objection There is a further objection, which is on priorities. The need for economy (and thus for charging by quantity) is purely regional in the UK. The south-east is densely populated, and relatively dry (the two facts are not entirely unconnected); but the north-west receives far more rain than it can

utilise. It is not, therefore, a national priority. The case for comprehensive metering, however, is not strong enough to justify a £4bn investment, even if it does not weigh on the public sector borrowing requirement.

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The Soviet Union today is torn between anarchy and anarchy. Its peoples have lost faith in their past, but they have yet to find any hope in their future. Material life for ordinary citizens is miserable. Money has lost almost all value and inflation is rampant. Crime is soaring on the streets; muggings are committed just to snatch a pair of trousers. The writ of Moscow no longer runs, but no other writ has been invented to replace it.

The position of President Mikhail Gorbachev looks ever less tenable: Man of the Decade, Nobel Peace prize winner, without question one of the towering political personalities of the second half of the 20th century, he is now more unpopular at home than it is imaginable for any western politician to be. Even as he has accumulated powers as executive president, head of government and Communist party leader, he has become ever less able to exercise them. The country is increasingly both ungovernable and ungoverned.

Indeed, Mr Gorbachev's very unpopularity is one of the few things still uniting the nation. What little respect he enjoyed last year has evaporated as he has fallen back on the support of the rump of his once all-embracing Communist party, and on those pillars of the old establishment, the military and the KGB, a recent opinion poll in Nizhnevartovsk, a town in the heart of the vital oil industry, gave him a rating of just 0.5 per cent.

His great rival, Mr Boris Yeltsin, can boast much more. As chairman of the Russian Democratic Party, he was for himself powers comparable - on paper - to those of Mr Gorbachev. If he is directly elected on June 12 as Russian president, his popular mandate will be unchallengeable. Yet he remains an equivocal figure, offering simultaneously more democracy, and more discipline; more national reform, and yet somehow less pain for the people. His support is based on the negative, not the positive: he is seen as the great opponent of the old establishment, the military and the KGB, the common man. Even close supporters admit that he lacks a real political programme, a real vision of the future.

Objectively, the situation of the Soviet Union today is scarcely more gloomy. Mr Oleg Ozerov, the economic adviser to the president, forecasts a production slump of no less than 40 to 50 per cent this year if no remedial action is taken. The finance minister and chairman of the state bank say the economy is "on the brink of a catastrophe". Only the pessimism of the people may make it seem even worse than it is.

The national economy, always a crawling, snail-like affair, is grinding to a halt. Not only are at least a quarter of the nation's coal miners on strike, rapidly bringing the massive steel industry to a standstill, the rest of the energy sector is in crisis. The oil industry is collapsing, with production falling by almost 10 per cent last year. Its leaders warn that the world's greatest oil producer could be a net oil importer by 1994. And all accounts for 60 per cent of all export revenues.

Because of reaction to the Chernobyl disaster in 1986, virtually every nuclear power project on the drawing boards has been scrapped. Were it not for the slump in economic activity, the nation would already face a critical energy shortage.

At the same time, the nation's infrastructure is cracking up. The railways are incapable of handling freight requirements. Even before the first strike in 1989, huge stockpiles of coal had accumulated at the pitheads, and many had spontaneously ignited, for lack of wagons to shift them.

The energy crisis meant the main airports regularly run out of aviation fuel. There was a small riot at the airport in Chelyabinsk, the third-largest industrial city of the USSR, in February, when passengers stranded for a week staged a sit-down on the runway.

The telecommunications system is incapable of handling increased demands of enterprises needing to communicate with each other, and not with Moscow alone. Cross-country lines are grossly inadequate; as long as all lines went to Moscow, they were never needed. While the reformers talk blithely of the transition to a market economy, the infrastructure is simply not there to accommodate it.

On top of the economic reality comes the political confusion, the chaotic battle for power, which is once both ideological and nationalistic. On the one hand, it is a battle to remove the morally corrupt and politically bankrupt Communist party from power. That is overlaid and often confused by the struggle of the myriad small movements of the Soviet empire to regain their independence from Moscow. And it is thoroughly compounded by the apparent determination of the Russians themselves, led by Mr Yeltsin, to dismantle the empire of their own making.

Mr Gorbachev's referendum on the preservation of the union produced nothing. The six republics which want to break away - the three Baltic republics, plus Georgia, Armenia and Moldova - failed to co-operate. The Baltics, Georgia held their own polls, showing a predictably enormous majority for independence. Even in the rest of the country, still

Quentin Peel, the FT's man in Moscow for four years, reflects on the Soviet people's search for models as their country collapses

Mutiny aboard the ship of state



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containing some 50 per cent of the population, the form of the future union is still open to question.

The Soviet leader's problem is that his union remains entirely identified with the Communist party and the whole structure of centralised control. It means that a new union treaty will effectively be agreed from the top down, not from the bottom up. It is not a voluntary union of sovereign states, and therefore will be more likely to split the country than to unite it.

It was almost certainly Mr Gorbachev's fear that the union would disintegrate, added to his conviction that he is the one man who can keep it together, which prompted his retreat from radical reform last year. At that moment he made a fundamental choice to stay on the side of the still-conservative Communist party, the military high command and the KGB. There is little doubt that it was a mistake.

Stanislav Gerasimov, the maverick market economist who for 18 months was Mr Gorbachev's confident and adviser, spelled out the implications of the decision in a devastating open letter to the president in January. Any sane man could see, he said, that it was "the totalitarian Communist ideology permeating all pores of our crippled and stupefied society" which was at the heart of the national crisis. He begged the Soviet leader to abandon the post of Communist and allow the party to disintegrate. Mr Gorbachev could carry out no reform with the enemies of reform as his allies, Prof. Shatalin

The professor has since quit the party, but he was a member of the Central Committee, and he was a member of the Politburo. He says he finally left with Mr Gorbachev when the Soviet leader deployed troops with dogs on the streets of Moscow to confront the big peaceful demonstration for Mr Yeltsin on March 23.

So is the picture totally bleak, with economic collapse matched by political stalemate and disintegration - both political and economic - the only possible outcome? Is perestroika truly dead, or is this merely a tactical retreat? And if it is another Gorbachev manoeuvre, can he stay in power long enough to get back on track?

The answer is that perestroika is dead, and that is no bad thing. For perestroika was always dead. It was an attempt to make the old system work better, to give Soviet socialism an efficient, human face. But the old system was so flawed, such a total distortion of the laws of economics and human nature, that it could not be simply "restructured". It had to be dismantled. That is what is happening today, whether Mr Gorbachev likes it or not.

Indeed, until last year it seemed the Soviet leader himself realised the need to pull down the temple. His actions, in spite of lip service paid to preserving socialism's achievements, were leading to the destruction of the old order. Yet when the Shatalin report, the famous 500-day programme, was finally put on the table last September, and it became clear that a rapid and radical transition to

a market economy meant the demolition of the old order, Mr Gorbachev balked.

He was under huge pressure from the party bureaucracy, above all from the defence industry and the military establishment (far more powerful than any equivalent that might exist in the west), and even from the communist barons of agriculture. The directors of the largely bankrupt state and collective farms. They may even have threatened to remove him from power. Professor Nikolai Petrakov, then his economic adviser, says they gave him an ultimatum, "unlike the unruly democratic demonstrators, they had men with guns" standing behind them.

Whatever the reason, the pillars on which Mr Gorbachev fell back for support to defend the empire were no longer firm. The party is in terminal decline. It may still retain the power to disrupt reform, but it has nothing to put in its place. Membership has begun to collapse, and as Prof. Shatalin said, without Mr Gorbachev it would simply disintegrate.

The military and the KGB are themselves divided, like every other institution in the country. If they decided that Mr Yeltsin gave them a better chance of survival, they would switch to him. The middle ranks of the military deeply resent the swathe of conscripts are increasingly a law unto themselves. When Marshal Dmitri Yazuov, the minister of defence, announced last year that service in the riotous Trans-Caucasian republics would be voluntary, it seemed to indicate that even the military had lost the will to maintain the empire.

The KGB is increasingly an imperial guard without a cause. It is seeking a new role in the prosecution of what it calls "economic crime", unable to see that felonies such as "speculation" are essential parts of a future market economy. The only force holding the KGB together seems to be a fear of retribution once it falls apart.

When Mr Gorbachev opted for retreat, he did so in the conviction that the population was also fed up with reform, and the chaos it had caused. To an extent he was right. The atmosphere in the queues is one of bitterness and resignation. There is an all-pervading fear of something called "the market" which people believe is set to exploit any liberalisation which may lead to a market economy. That is the KGB is exploiting.

On the other hand, Mr Yeltsin, a politician who has not touched with the grass roots, is convinced that ordinary people do want change: they want to get rid of the corrupt establishment of the Communist party, the *nomenklatura*. They want to do it without plunging into the economic unknown.

The leaders are exploiting each other: the dilemma that people are sick of the old system (criticised by Yeltsin) and terrified of the new (propagated by Gorbachev). Neither offers an answer. Hence the drift, the current black despair.

In spite of everything, some Soviet citizens still manage expressions of courage, optimism. "We may be worse off today than we were five years ago, in every material way," one *Moskovskiy Komsomolets* writer said. "But I don't care, at least we have got a little more air to breathe. We must never forget how still, how dead it was before."

The challenge today is how to manage the process of disintegration of the Soviet empire so as to cause as little human suffering as possible. It is a challenge which the west faces, as much as any leadership which may emerge in Moscow. There is a terrible vacuum of ideas and vision of the future in the Soviet Union today, and people are crying out for advice. They want models. They want prescriptions. They do not want the west simply to react when it is all too late.

Maverick academics

If the history of the official press release is ever written, yesterday's two-sided from The Bruges Group will deserve a mention.

Dreamt up over a good lunch by Patrick Sked, a young Oxford undergraduate, and Dr Alan Sked, a party-loving, middle-aged academic from the London School of Economics, it has caused a stir which seasoned public relations hands can only dream of. No doubt having Mr Thatcher's name on the note helped, and the Tories do seem especially sensitive about Mr Major's wimp factor at the moment. Nevertheless, when an unknown like Sked drops out of university at 20 and founds one of the most active academic pressure groups around, he should not be dismissed too lightly.

He may have been naive, but he is still less than half the age of John Major, the youngest prime minister this century. Tory pressure groups come and go, and yesterday's outburst may well mark the high point in this little bunch. But it would be surprising if it is the last one heard of by Patrick Robertson, Professor Norman Stone, a Bruges man, is a Robertson fan, describing him as a "Scoto-Franco-Italian".

Alan Sked, Robertson's partner in crime, is unrepentant. Yes, the reaction had been more violent than expected, but it had established the group's independence. "We are not a safe little in-house Tory group," says Sked, and far from resigning, people have been ringing up to join.

Cross-border

A new job has turned up for Lothar Späth, ex-vice high-flying prime minister of Germany's southern state of Baden-Württemberg, who was forced to resign in January

OBSERVER

after allegations of financial improprieties.

He's to be an adviser to the government of the nearby east German state of Thuringia, helping to work out the industrial future of the troubled German end of the Zeiss optical and electronics group. It was expected that Zeiss's eastern and western parts - the latter is located in Baden-Württemberg - would soon rejoin after 40 years of post-war separation. But the Thuringian government has taken over the eastern Zeiss, and is trying desperately to preserve jobs there.

Späth's task appears far lower than the top post in west German industry he had been rumoured to be seeking. It remains to be seen whether his role in Thuringia will be to help or hinder eventual Zeiss reunification.

Tap, tap

Pasts can be awfully embarrassing sometimes. Miklos Nemeth, the new personnel chief of Jacques Attali's European Bank for Reconstruction and Development, should have been in London yesterday, readying himself for next Monday's opening ceremony. Instead he was in court in Budapest, testifying in the trial of two former secret police chiefs accused of illegal phone-tapping the opposition. Why? He was their boss in his former job as Hungary's last communist prime minister.

Caught short

Lloyd's of London has a terrible thing. It refused to allow one of the FT's most respected correspondents, Eric Short, into its monthly press conference yesterday on grounds of security. Second on the most wanted lists only to "Carlos the



"And we get the streets cleaned as a gift."

Jackal", "Eric the Actuary" is wanted in several jurisdictions for being armed and dangerous with loaded questions. He has terrorised the insurance industry over the decades. One question from Eric about head office expenses can stun a press officer at 20.

Volvo dragon

Volvo, the Swedish car giant, is about to break with convention by appointing a woman to its board of directors for the first time. Moreover she is not Swedish but a baroness from Hong Kong, and only the fifth foreigner ever to grace the Volvo boardroom. Baroness Dunn, made a life peer last year, is the most powerful woman in Hong Kong. She sits on the board

of the Swire companies, Cathay Pacific, and the Hong Kong and Shanghai Banking Corporation. But she is better known for her political connections than her business prowess.

Married to a former Hong Kong attorney-general, Baroness Dunn has been on Volvo's international advisory board since 1978. But her elevation to the auto company's main board of directors is still a surprise. Like most Swedish companies the Volvo board is populated almost entirely by Swedish men, and unless the group has great plans in China it will bring to the boardroom table, apart from some overdone glamour.

Fox TV

Sir Paul Fox, managing director of BBC TV for the past three years, said his goodbyes to the Beeb's governors yesterday. But I am glad to see that Fox, one of the most senior figures in British broadcasting and president of the Royal Television Society, does not intend to slide quietly into idle retirement.

He is intent on getting back into commercial TV and will shortly resurface as chairman of a powerful consortium trying to overturn TV-am, the national commercial breakfast television station in next month's competitive tenders. The consortium is being put together by ITN, and includes Michael Green's Carlton Communications, Conrad Black's Daily Telegraph group and M&P financial services conglomerate.

Not to be outdone, Fox's son Jeremy, has put down his marker as chief executive of a consortium bidding for Anglia Television.

True

Schoolboy's translation of *How did you feel?* He may be honest who thinks badly.

The Japan OTC Fund Inc.	
International Depository Receipts	
Issued by Morgan Guaranty Trust Company of New York	
underwriting 100 participating shares of US\$1 each	
ANNUAL RESULTS AND NOTICE OF ANNUAL GENERAL MEETING	
The Directors of The Japan OTC Fund Inc. are pleased to announce the audited results for the period from 14th December 1989 (date of incorporation) to 31st December 1990.	
Final Incorporation 29 31st December 1990	
Dividends and interest from investments	90,254
Interest on deposits	1,508,725
Less: Withholding tax	(15,001)
Expenses	(1,500,722)
Deficit for the period	(15,105)
Net Assets	27,820,255
Net Assets Value per share	7.91
The Board of Directors does not recommend the payment of a dividend for the period ended 31st December 1990.	
Notes: In January 1991 the First Annual General Meeting of the Company will take place on Thursday 9th May 1991 at 11.30 a.m. at 46th Floor, JPMorgan Chase, 1 Canaan Place, Central, Hong Kong.	
VOTING ARRANGEMENTS FOR DR-HOLDERS	
DR-Holders who wish to vote must follow the following procedures:	
DR-Holders must deliver the DRs to the depository at the latest on May 6th 1991 at the address given below (Morgan Guaranty Trust Company of New York, 27 Broadway, New York, NY 10004, USA) or to the depository at the address given below (JP Morgan Chase, 1 Canaan Place, Central, Hong Kong) in which case the DRs should be delivered to the depository at the address given below.	
DR-Holders who wish to vote must also sign and send to Morgan Guaranty Trust Company of New York, New York, the form of proxy (Form of Proxy) which is enclosed with the DRs, and which is valid for the period of the meeting.	
Copies of the Annual Report are available from the Depository at the following address:	
JP Morgan	
MORGAN GUARANTY TRUST COMPANY OF NEW YORK	
27, Avenue des Arts, B-1040 Brussels	

Mr Neil Kinnock, the Labour leader, today... factoring heavily into the... convince an influential audience... business executives that Labour is the party of industry.

Kinnock's armoury, to be rolled out in Birmingham's new £160m convention centre, includes a map of the British Isles highlighting some of the country's highest unemployment - but naming the counties where they were subsequently developed and produced.

The Birmingham meeting is one of the more public occasions in an unprecedented, behind-the-scenes effort by Labour to reach a consensus on the best way to modernise Britain's manufacturing industry and make it competitive.

In a prolonged dialogue with the business and trade union community a series of "Industry 2000" seminars and private meetings around the country have been aimed at securing common ground on a policy which Labour claims will transform British industrial performance within a decade.

Mr Kinnock and his colleagues intend to use Britain's loss of manufacturing skills, capacity and competitiveness as a central plank in their general election campaign. The party intends to press its claims that to foster lasting national prosperity, sustained investment in skills and manufacturing capacity is required.

The party is also trying to raise its stature overseas and to convince domestic voters that it is competent enough to run the economy. While Mr Kinnock speaks in Birmingham, Mr John Smith, the shadow chancellor, will be rounding off a week of talks in Japan.

Mr Tony Blair, the party's employment spokesman, has this week been in Berlin, talking to industrialists and trade unions, while Mr Gordon Brown, the trade and industry spokesman, has completed an itinerary taking him from Germany to Australia, Japan and the US.

The opposition's industrialists' policy is based upon a partnership between public and private sectors aimed particularly at improving transport and communications infrastructure and revitalising regional economies. Mr Kinnock might not be perfect, but says that the economy is in a far less state of crisis than it is now.

Labour's programme will offer a number of specific, limited-period allowances and fiscal incentives to manufacturing companies, combined with a national training strategy. Employers who fail to partici-

Industrial roadshow picks up speed

Michael Cassell on the Labour party's efforts to promote modernisation in manufacturing



Pointing out Britain's lack of manufacturing skills and competitiveness - Mr Neil Kinnock

in this will be an obligatory levy.

Equally important is the party's commitment to coming up with a "short-termism" which is a bright on...

It is toying with the idea of offering preferential capital gains tax or executive directorships in investors who have a long-term view.

While Labour leaders say they are not seeking public money for their...

they are hoping to pick up the running in the general election.

The Labour plan is to ally himself with the right in all his... with the right in all his... Harvey-Jones, the...

Chairman of Imperial Chemical Industries. He has... the party during the policy-making process and reports...

of fiscal incentives to promote manufacturing investment and innovation.

Mr Paul, chairman of Caparo Industries, the car... engineering group, says Labour's proposals are "very attractive". Government, he emphasises, has no business running industry but it must act directly to stimulate long-term manufacturing investment.

Helping to formulate and promote Labour's new approach has been the low-profile Labour Finance and Industry Group, a organisation of 140 senior indus-

try sympathisers.

Lord Gregson, a director of Fairley Group, the specialist engineering company, is a member and also serves on the House of Lords Science and Technology committee which recently warned that there would be no significant British-owned manufacturing industry left without additional government funds. The government, he says, has to intervene to stem the shrinkage of the industrial base.

Sir Sigmund Sternberg, the industry group's deputy chairman and chairman of Martin Slowe Estates, the property investment company, says he is handling numerous inquiries from former Conservative supporters who want to help win acceptance for Labour's manufacturing strategy.

But critics have suggested that Labour is merely replaying an old, unsuccessful theme. The run-up to the 1987 general election, the party made increasingly...

claims that its new, strategic partnership between industry and government was getting across. Businessmen, said a Labour aide, were "telling over themselves to speak to us".

The strategy failed to pay off, however, and five years later, Labour thinks it is now occupying a fertile territory. Mr Kinnock has again been doggedly spelling out the nature of Britain's alleged industrial decline, stressing that its share of world manufacturing trade is 20 per cent lower than in 1978, while manufacturing investment is back to the levels of a decade ago.

Labour believes its industrial roadshow has ended old prejudices surrounding its proposed obsession with the command economy. The party claims that, in the early days, local businessmen arrived with nasty questions provided by the Confederation of British Industry, a practice which it says has now stopped.

But the party is well aware that a polite reception in the boardroom is no guarantee of support. The chairman of one of Britain's biggest businesses dismissed Mr Kinnock's contribution during a private encounter as "textbook naivety".

The chief executive of a large engineering company says: "His approach makes enormous good sense and we are trying to take over the shop."

Party spokesmen, in private sessions, have been pinned down to provide reassurances that Labour will demand restraint; that a relatively peaceful period of industrial relations will not be jeopardised by any relaxation in labour laws; and that a Labour government will not revert to type with a fresh phalanx of

state bureaucracies. They have repeatedly asked: "The CBI says Labour's approach to manufacturing is positive..."

Banham, the director-general, adds: "There remains, apparently, a touching faith that the man in Whitehall knows best and it is difficult to see how the proposals will be financed without levies on industry or raising personal taxes."

Directors have been given a list of Labour's proposals but Mr Peter Morgan, the director-general, echoes concern about who will pay the bill. The incentives will have to be paid for - by taxes on businesses, he says, or by ending off-shore tax loopholes. Any other required will, as the party mantra says, inevitably flow from a growing economy.

Many industrialists running public companies, along with heads of representative organisations, acknowledge that such growth requires an element of assisted assistance by government. Sir Denis Henderson, KCI's chairman, though careful not to enter the political arena, says he welcomes any government initiative intended to stimulate investment in manufacturing industry.

Mr Gerald Frankel, chairman of the British Office Technology Manufacturers Alliance, which represents companies designing and manufacturing information technology systems, says many of his members are not Labour supporters but have been impressed by the party's intention to "get down to the nitty-gritty".

The government, however, will use every opportunity to undermine its opponents' economic credibility. Mr Peter Lilley, the trade and industry secretary, poured scorn on a recent Commons debate on the shadow DTI team, dubbing them "seven industrial virgins, unsexed by any experience of industry".

Mr Brown retorts: "I believe that a Conservative government would have said the same thing. It does not matter, that manufacturing is an obsession of Labour and that an industrial policy is a Marxist conspiracy will be the one to face a credibility gap."

enabled the team to finagle points through a Labour leadership that is... some ways... believe... that bills under the new Tory tax, whatever it turns out to be, will soon eat up the £140 poll tax rebate announced in the Budget, and climb on from there.

Labour also has a clear proposal for improving accountability: annual local elections, plus a beefed-up Audit Commission, to be called the Quality Commission. The party spouts it by planning its pack with gender and ethnically-chosen commissioners, rather than simply the best persons for the job. But local authorities would be required to introduce customer contracts specifying standards of service and after compensation if a contract was not met.

The government has... in... and... examining it carefully.

Like the Conservatives, Labour knows the abolition of counties; like them it is careful to talk of "extensive consultation" and local determination of the new structure.

Labour knows where it stands; the cabinet is still debating whether to indicate preferred options in a consultative paper that may or may not be published after next. Mr Kinnock's party favours the establishment of regional authorities, which the Tories do not intend, and legal strengthening of local democracy by giving local authorities a statutory general power to act. There is a bit of a bright idea; the use that would add most to the jollity of life is "a requirement for managers to spend time doing front-line jobs - like delivering meals-on-wheels".

True believers in local democracy would be more easily reassured by the Liberal Democrat proposals, which include a written constitution, proportional representation, and a local income tax. But Labour's proposals do promise some genuine decentralisation of power; their overriding concern is that they are unconvinced about central control. In normal circumstances that would rule them out of court, if it were not that the government, in attempting to use the poll tax to force local authorities to act prudently, has turned out to be the most profligate spender of taxpayers' money of them all.

One jolly idea requires "senior managers to spend time doing front-line jobs - like delivering meals-on-wheels".

setting out policies for the remit and structure of local government. The Tories are floundering. They have no policies.

The Labour proposals for financing government are complicated to be perfect, but they contain one clear advantage: they have a greater understanding of the problem than the Conservatives.

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LETTERS

Market power not solely in hands of British Gas

From Sir Denis Rooke.

Sir, As a former chairman of British Gas I found your leader "Competition in the gas industry" (April 4) misleading in giving the impression that British Gas had impeded the flow of gas from offshore to potential customers and therefore that a radical extension of regulatory control was necessary to overcome current deficiencies.

You refer to the 90/10 ruling of the Monopolies and Mergers Commission as though that had limited the flow to the potential competitors to British Gas. But surely you must be aware that in the period since the ruling was made, some 40 per cent of the new gas contracted has gone to independent customers. And further that about 3,000m therms. per year has been committed by them to the power generation market.

You also repeated without comment the statement by Mr

McKinnon that the competition has captured only about 2 per cent of industrial gas sales. But had that new gas been directed to the existing industrial gas market by the independent sellers it would have represented some 85 per cent of firm contract sales or more than 40 per cent of all sales both firm and interruptible. It was the free choice of the independent competitors to serve the growing electricity generation market and no blame, nor requirement for more stringent controls on British Gas, should stem from the results of their action.

I am pleased that you gave support to the import of further quantities of natural gas from Norway, but am disappointed by your lack of objectivity in general in comment upon gas.

Dennis Rooke, 1 Great Cumberland Place, W1

Clairvoyance a beguiling trade

From Mr W. Gray.

Sir, The IMF sees steep fall in world growth to 1.4 per cent in 1991 (April 10) - not, mark you, 1.3 per cent, let alone a vulgar 1.5, but 1.4 per cent precisely. This compared with an estimated 2.3 per cent last year, and a projected 2.5 next year, while last September the IMF's prediction for this year had exceeded its latest attempt by a full percentage point.

Can clairvoyance, presented thus, be more beguiling? Or can forecasters, when dealing with uncertain quantities, be persuaded to drop such spurious accuracy in favour of more credible roundings to the nearest half, or at most quarter, percentage point only?

Their already stunning productivity then (if that is what counts) could become more prodigious still.

W. Gray, 12 Arden Road, Finchley, N3

No such thing as a free lunch for education

From Mr George Bernard.

Sir, How interesting to read in the same issue of the FT (April 6-7) Andrew Adonis's report of yet more Conservative party plans to persuade universities and polytechnics to cut costs and take more students ("Clarke seeks to mark for education policy") and Rachel Billington's remarks, in a book review, that "one-to-one education (or even one-to-four or five) is quite the sort of thing that is being done" ("Forever the underdog").

Small-group teaching has long been a distinctive feature of British higher education. But it is already being undermined by government policies and it will be gravely threatened by any intensification of them. Giving plenty of attention to students as individuals - for example, by reading and answering the essays they write - is labour-intensive.

For that reason, the only way in which numbers of students can be raised while costs are cut is by increasing class sizes and by diminishing the provision of individual guidance by lectures, whose own opportunities for learning - or research - are also likely to be reduced in such circumstances.

If increasing incentives to colleges to cut costs means reducing their funding, then academics will again have to devote more of their energy to committees working out how to survive with diminished resources, rather than getting on with their primary duties of teaching and research.

It is sad to see that the Conservative party still fails to grasp the nature of higher education. In teaching and in research, productivity cannot be raised except at the expense of quality. To suppose that more and more students can be well-educated in universities and polytechnics for less and less money is to believe in a free lunch.

George Bernard, Department of History, University of Southampton.

firmly by your report that Mr Michael Butt of Eagle Star has been complaining about French insurers eroding his market. Perhaps Mr Butt should look to his own company's activities and become a bit more competitive. Meanwhile, if any French insurer wishes to offer me the cover I need, I would be glad to hear from him.

Michael N. Russell, 14 Church Street, Tolleshurst, Essex

Insurance industry reluctant to acknowledge EC

From Mr Michael N. Russell.

Sir, Your article "Brussels opens door to let Ciderella industry come in from the cold" (April 8), on the liberalisation of the insurance industry strikes a nerve.

I spend a lot of time in Brussels (on a project for the Commission, ironically enough) and go there from the UK for a few days a couple of times a month. I find it convenient to travel by car but have recently discovered a reluctance by

British insurers to provide me with "green card" cover for more than a limited amount of time.

Eagle Star, which has provided me with motor insurance for some years, did sell me a six-month green card but is showing great unwillingness to do it again, although my broker is trying hard to negotiate it.

My impression that insurers have not heard of the EC or the approach of 1993 is confirmed by your report that Mr Michael Butt of Eagle Star has been complaining about French insurers eroding his market. Perhaps Mr Butt should look to his own company's activities and become a bit more competitive. Meanwhile, if any French insurer wishes to offer me the cover I need, I would be glad to hear from him.

Michael N. Russell, 14 Church Street, Tolleshurst, Essex

Management training crucial for UK businesses

From Prof Neil Hood.

Sir, I was encouraged to read of the emphasis which several of the contributors to the "Management Education and Training" survey (April 9) placed on the need for a broad basis for business training within the context of an MBA and similar qualifications. Provided that is good grounding in core business disciplines, there is a need for MBA curricula to go in that direction.

However, I am more concerned about management training and the need for a closer link between technological disciplines and general management training within

the development programmes of many British companies.

Far too few companies are committed to training the best of their engineers and scientists to be good general managers. This is not a mistake which many of our leading competitors make, since they understand that the quality of that integration is a key to their competitiveness.

This gap in our practice has many consequences. It encourages, and is fostered by, vertical structures within which a broadening career move within the same company is often still regarded as certain to lead to professional death.

Another consequence is that there are still too many British boardrooms within which those with the technological capability to understand and shape the direction of the business are unable to make a full contribution to policy and strategic debate because they are simply not well enough grounded in the disciplines of business. They create a vacuum which is usually filled by those who know only about business, whose contribution may be equally limited.

Neil Hood, Professor of business policy, University of Strathclyde, Strathclyde Building, 173 Cathedral Street, Glasgow

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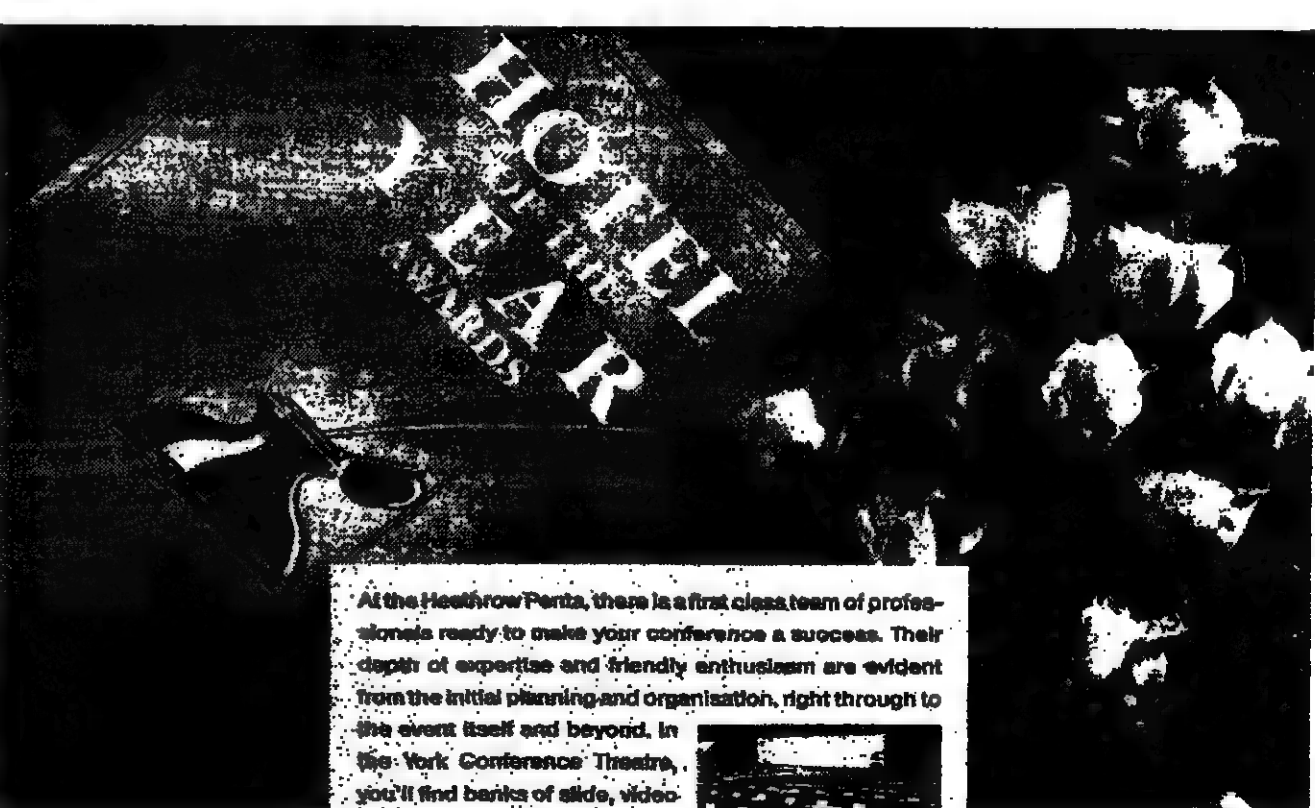
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INTERNATIONAL COMPANIES AND FINANCE

Nat-Ned depressed by drop in non-life earnings

By Ronald van de Krol in Amsterdam

NATIONAL-NEDERLANDEN, the Dutch insurer which merged last month with NMB Postbank of the Netherlands, reported a 7 per cent decline in 1990 net profit. Lower earnings on non-life insurance in Europe and the US dragged down higher results from life insurance in the Dutch market.

Net profit fell from a record F197.3m in 1989 to F190.0m (F475.93m) in 1990, a level which Nat-Ned had predicted when it lowered its profit forecast in August. Revenue increased by 2.4 per cent to F123.2bn, with premium income up 1.9 per cent and investment income up 1.1 per cent.

Mr Stöckl said currency movements had depressed net profit by

F131.2m and revenue by F11.56bn.

The company declined to make a prediction for 1991, saying only that it faced "uncertainties" in its biggest non-life insurance markets.

Nat-Ned's total dividend for 1990 will be F13.10 compared with F13.00 in 1989. The company has already paid two interim dividends of F1.50 and F1.60 and will therefore not be making any further payments on 1990 results.

Non-life insurance plunged into a loss of F151.2m from a profit of F115.6m, reflecting a downturn across a broad front. In north-western Europe, it was hit by claims arising from winter storms in January and February and by difficulties on the London

marine and aviation insurance markets.

By contrast, pre-tax profits on life insurance rose by 15.6 per cent to F141.9m, thanks mainly to higher results in the Netherlands. Nat-Ned's single most important market, life insurance profits fell slightly in North America and Australia. Elsewhere, life results showed an improvement due to a narrowing of start-up costs in green-field operations in Spain, Taiwan, Korea and Japan.

Overall, pre-tax profits on insurance fell by 20.5 per cent to F152.5m, while profit on investments and other activities rose by 10.3 per cent to F164.8m to produce total pre-tax profit of F117.0m, down 6 per cent from a year earlier.

Dowty Group to make more job cuts

By Charles Leadbeater, Industrial Editor, in London

DOWTY Group, the UK aerospace components manufacturer, yesterday announced plans for a further 1,300 job losses this year in the wake of its warning that 1991 may see pre-tax profit down about 25 per cent down on last year's figure of £26.4m (£152m at current rates).

The cost-cutting will bring job losses at the group since March 1990 to 2,500, about 17 per cent of its worldwide workforce. Most of the job losses, which will be spread between divisions, will be in the UK.

Dowty has become one of the British groups worst affected by the combination of lower defence spending and recession in the UK and the US. The profits warning comes only a day after Smiths Industries, the company Dowty is most often compared with, announced new orders from US which may be worth \$700m in the next decade.

The company plans to leave some business areas altogether as well as cutting costs. It will take an exceptional charge of £4m for redundancies and a £15m extraordinary charge below the line to cover business closures.

Dowty's warning of a 15 per cent to 20 per cent fall in operating profits, the exceptional charge, and a 44 per cent rise in interest payments is a marked reassessment of its prospects.

Last August, the group was predicting that the reduction of its aerospace division's dependence on defence would allow it to avoid job losses. In December, when it reported flat pre-tax profits of £37m for the first half of the year, Mr Tony Thatcher, group's chief executive, said that the group was steadily tightening.

Mr Reginald Moore, Dowty's finance director, said the planned restructuring emerged from a review of the outlook for the group. Orders for military aircraft such as the Tornados are declining just as production schedules for small civil aircraft such as the Fokker 50 are being cut back.

A hard corner to round for AEG

Andrew Fisher on the electrical group's path towards profitability

AEG has been about to turn the corner for so many years now that its promises are starting to look rather faded.

When it was bought by Daimler-Benz as part of the motor group's diversification in 1986, the electrical and electronics company was still recovering from near-bankruptcy. In 1982, it made an operating loss of DM932m and had to seek protection from creditors; it was DM650m in debt.

AEG has long since hacked its way out of that financial tangle. It has sometimes shown a profit, but at nothing like the level which its turnover would justify. The net loss of DM265 announced yesterday for 1990 shows that it still has some way to go.

"The rehabilitation of AEG is still not complete," says Mr Hans-Joachim Pitz, an analyst at M.M. Warburg Bank in Hamburg. Moreover, he expects the loss to continue this year. The Olympia type, the company's main equipment, remains in the

and AEG invests heavily in its automation technology and microelectronics activities.

Since the start of this year, a new man has headed AEG. He is Mr Ernst Georg Stöckl, 46, who has seen service with Daimler in Spain and South Africa and with previous job in the group was as the head of Freightliner, its US truck subsidiary.

Mr Stöckl speaks with affection of the big vehicles built by Freightliner, which he made considerably stronger during his two years there. At AEG, however, his task is very different. Its goods range from washing machines to cables. They include locomotives, office equipment and factory automation systems. It has also moved into vehicle electronics.

Making sense of all these activities is no mean feat. Mr Stöckl's tasks will be to convince the rest of Daimler that AEG is not just swallowing the profits of the profit-makers, like Mercedes. He also aims to lift the morale of AEG's managers, who are uneasily conscious of how they are sometimes regarded within the rest of the group.

Ultimately, he will have to see that AEG delivers on the promise which Daimler saw when it bought AEG. Under predecessor, Mr Heinz Dürr, now in charge of Daimler's railways, AEG made strenuous efforts to improve its financial position, but its competence in such areas as automation, and build-up in electronics expertise to enhance the vehicle, aerospace and other activities of Daimler.

But after Mr Dürr's 10 years at the helm, the first few devoted to survival, the company is still leaking badly. Its Olympia office division has been a heavy loss-maker in a tough market and hard decisions will have to be made. Mr Stöckl is cautious about expressing what AEG has in mind. But Mr Edzard Reuter, the group chief executive of Daimler, has no such inhibitions: he says the decision has been taken to sell a majority stake in Olympia to a new partner - it is holding

talks - "or to close it down". AEG has got to grips with the production problems of its appliance division, which came unstuck by introducing an advanced cooker range with variations for all European markets at the same time as it modernised the whole factory. Mr Stöckl reckons that partners could eventually be sought in this sector.

On the basic electrical components and power transmission side, AEG is in good shape. "This is a cornerstone of the AEG building," says Mr Stöckl. AEG is developing the sector, for which it sees a big future in east Germany.

The efforts to build up the Olympia automation division proved expensive for AEG. Thus in coming years, Mr Stöckl's partnerships may also be sought here.

Whichever direction Mr Stöckl follows, it is clear that he will need all the aggression he intends to instil into his new team. But he will have to be tempered with diplomacy as the integration into Daimler is taken further.

Havas 18% rise meets forecast

By George Graham in Paris

HAVAS, the leading French advertising and media group, has reported a 18 per cent rise in net profits last year to FF1.15bn.

Mr Pierre Dauterive, Havas chairman, said 1990 had been a good year for the group, although growth had slackened considerably since November.

Earnings rose strongly at Information, Publicité, the 91 per cent owned subsidiary which sells advertising space in magazines and television and radio stations, as well as at CDD d'Annonces, a 66 per cent owned division which

France's yellow telephone directories. CEP Communication, the publishing and printing group of which Havas owns 33 per cent, advanced by 12 per cent, while Canal+, the pay company of which Havas has 10 per cent, has reported a 20 per cent increase in net profits.

Havas was more prudent in its comments on Avenir Havas Media, the printers and publishers company in which it has just increased its stake to 56 per cent, and on Eurocom, its main advertising affiliate.

Mr Dauterive said group revenue - covering only fully

solidated companies and therefore excluding Eurocom, CEP, Canal+ and CLT - totalled FF13.76bn in the first two months of 1991, 21 per cent higher than in the same period of last year but only a 6 per cent advance on the basis of comparable structures. Business in France had fallen, although there were now signs of a moderate recovery, but in Havas's overseas divisions it had risen by 42 per cent.

He declined to forecast 1991 earnings before a meeting with financial analysts on May 23, but proposed a 20 per cent increase in Havas's dividend to FF1.90 a share.

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Micro Focus lifts earnings again

By Alan Cane in London

MICRO FOCUS, Berkshire-based computer software house, yesterday announced substantially increased sales and earnings for the third year, confounding the City of London critics who doubted both its business strategy and its staying power.

The share price closed in London at a new high for the year of £15.25, an increase of 25p on the day. This year, it has risen from just under £12 at the beginning of April.

From June last year, US residents and organisations have been able to trade Micro Focus in the form of ADSs. Aggressive buying by US investors is believed to account for the rapid rise in the share price.

Profits before tax rose to £13.5m (£24.02m), an increase of 64 per cent on the previous year. Sales, at £46.4m, were 30 per cent higher than the £35.6m recorded in 1989.

on 1989. The company does not pay a dividend, in line with many US software houses.

The company had net cash of £20.2m at the end of the year, but Mr Paul O'Grady, the chairman, said there were no plans for growth by acquisition.

Yesterday he announced the disposal of £751,000, of the company's 54 per cent stake in Softwright Systems, a small computing services company. Softwright Systems had been slightly more than £1.5m in 1990 and made a slight loss.

The City has remained suspicious of Micro Focus since the early 1980s when the share price halved in a day after a spectacular collapse in pre-tax profits. The company stuck to its product strategy, however, and continued to invest heavily in research and development and is now reaping the benefit.

More than half its sales are now in the US, where its role as a supplier of packaged software is much better understood than in Europe. Its his-

toric role is more typical of a US than a European software house.

It makes software tools which make it easier for programmers to develop programs in Cobol, the oldest commercial programming language but one which refuses to yield to more modern alternatives.

Mr O'Grady reckons there are at least 1m Cobol programmers worldwide who could benefit from Micro Focus's revolutionary "Workbench" product, and the company is developing.

It has been building a strong relationship with IBM, the world's largest computer manufacturer and provides Cobol products for its PS/2 personal computer range; it is expected shortly to become a business partner for IBM's proprietary software engineering system.

Analysts are impressed by these indications that the company's success is well founded and are marking in pre-tax profits of £13.5m for 1991.

Daimler defence sales and orders fall

DAIMLER-BENZ, the German motor and engineering group, expects a drop in defence technology sales and orders this year at its Deutsche Aerospace (DASA) subsidiary due to budget cuts at the Bonn Defence Ministry, writes David Marsh in Bonn.

Mr Gerhard Jäger, the DASA board member responsible for military activities, said that about 1,000 jobs would be lost this year from the defence technology division, currently employing about 18,000 people.

Defence technology turnover, which totalled DM3.2bn last year, would fall short of the target of DM3.3bn (Bn).

Incoming orders in 1991 were likely to decline to DM3.5bn or less, compared with the DM3.5bn targeted last year and last year's DM3.25bn. DASA is relying on the German government going ahead with the four-nation European Fighter Aircraft, currently going through the development phase.

Anglo American Gold Investment Company Limited
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AMGOLD

Results for the thirteen months ended 31 March 1991 and final dividend
(Subject to final audit)

Consolidated Income statement

(R million)	Thirteen months ended 31.3.91	Year ended 28.2.90
Investment income	240.7	339.9
Interest earned less administration expenses and interest paid	4.9	4.1
	245.6	344.0
Cost of prospecting	47.4	35.5
Provision against investment (note 2)	20.0	-
Net income before taxation	178.2	308.5
Taxation	-	-
Net income after taxation	178.2	308.5
Dividends	178.3	274.4
Retained earnings	(0.1)	34.1
Earnings per share - cents (note 3)	788	1 405
Dividends per share - cents	-	-
- Interim	400	650
- Final	375	600

- Notes:
- The company has become a subsidiary of Anglo American Corporation of South Africa Limited and its financial year end has been changed from the last day of February to 31 March to coincide with that of its holding company.
 - This provision is against the Investment in Barbrook Mines Limited, whose mining operations have been suspended since the suspension of operations of its mine.
 - Based on a weighted average number of shares, earnings per share from March 1991 amounted to 67 cents.
 - The company increased its share capital by way of a rights issue of 11 201 shares of R1.00 each issued at a premium of R229.00 per share.
 - The annual report will be posted on or about 30 April 1991.

Consolidated balance sheet

(R million)	At 31.3.91	At 28.2.90
Shareholders' equity		
Capital and premium (note 4)	521.5	22.0
Non-distributable reserve	32.1	32.1
Retained earnings	398.7	398.8
	952.3	452.9
Investments and loans	600.0	631.7
Mineral rights	30.0	25.0
Debtors and cash	414.4	70.8
Dividend payable and other creditors	92.1	174.8
Net current assets (liabilities)	322.3	(103.8)
	952.3	452.9
The market and directors' values of investments:		
Listed - market value	4 239.0	8 132.8
Unlisted - fair value	225.9	322.9
Loans	40.7	45.6
	4 505.6	8 501.1

Number of shares in issue (000)

24 147 21 952

Net asset value per share - cents (after providing for dividend and based on investments at market and directors' valuations)

20 118

Dividend

On Thursday, 11 April 1991, the directors of the company declared final dividend No. 86, as follows:

Amount (South African currency)	375 cents per share
Last day to register for dividend (and for changes of address or dividend instructions)	Friday, 27 April
Registers closed from to (inclusive)	Saturday, 27 April Saturday, 11 May
Ex-dividend on Johannesburg and London stock exchanges	Monday, 29 April
Currency conversion date for sterling payments to shareholders paid from London	Monday, 29 April
Dividend warrants posted	Monday, 3 May
Payment date of dividend	Tuesday, 4 June
Rate of non-resident shareholders' tax	11.5 per cent

The full conditions relating to the dividend may be inspected at the Head Office and London office of the company and at the offices of its transfer secretaries.

By order of the board
Anglo American Corporation of South Africa Limited
Secretaries
per T.S. Johnson, Divisional Secretary
Johannesburg
12 April 1991

Head Office:
44 Main Street
Johannesburg 2001
South Africa

London Office:
40 Holborn Viaduct
London EC1P 1AJ



Prices for electricity generated in the power stations of the company and sold to the public are shown in the following table.

Year	1989	1990	1991
1989	10.20	10.20	10.20
1990	10.20	10.20	10.20
1991	10.20	10.20	10.20
1992	10.20	10.20	10.20
1993	10.20	10.20	10.20
1994	10.20	10.20	10.20
1995	10.20	10.20	10.20
1996	10.20	10.20	10.20
1997	10.20	10.20	10.20
1998	10.20	10.20	10.20
1999	10.20	10.20	10.20
2000	10.20	10.20	10.20
2001	10.20	10.20	10.20
2002	10.20	10.20	10.20
2003	10.20	10.20	10.20
2004	10.20	10.20	10.20
2005	10.20	10.20	10.20
2006	10.20	10.20	10.20
2007	10.20	10.20	10.20
2008	10.20	10.20	10.20
2009	10.20	10.20	10.20
2010	10.20	10.20	10.20

Prices are determined by every half-hour in each twenty-four hour period. Prices are in pence per kilowatt-hour. To convert prices to pence per kilowatt-hour the decimal point should be moved one place to the left. For example, 10.20 pence per kilowatt-hour is 1.02 pence per kilowatt-hour. The price paid by the company for electricity generated in the power stations of the company is shown in the following table.

Year	1989	1990	1991
1989	10.20	10.20	10.20
1990	10.20	10.20	10.20
1991	10.20	10.20	10.20
1992	10.20	10.20	10.20
1993	10.20	10.20	10.20
1994	10.20	10.20	10.20
1995	10.20	10.20	10.20
1996	10.20	10.20	10.20
1997	10.20	10.20	10.20
1998	10.20	10.20	10.20
1999	10.20	10.20	10.20
2000	10.20	10.20	10.20
2001	10.20	10.20	10.20
2002	10.20	10.20	10.20
2003	10.20	10.20	10.20
2004	10.20	10.20	10.20
2005	10.20	10.20	10.20
2006	10.20	10.20	10.20
2007	10.20	10.20	10.20
2008	10.20	10.20	10.20
2009	10.20	10.20	10.20
2010	10.20	10.20	10.20

GLOBAL GOVERNMENT PLUS FUND LIMITED

International Depository Receipts issued by Morgan Guaranty Trust Company of New York.

March 27th, 1991 - Bermuda - Global Government Plus Fund Limited today announced that it will pay US\$ 7.2000 for each common share held by investors in the offer made by Global on February 28th, 1991, to purchase up to 25% of its issued and outstanding common shares. The purchase price represents the net asset value per share of Global Government Plus Fund Limited as at March 21st, 1991. Payment of the purchase price shall be made in accordance with the terms and subject to the conditions of the offer.

depository
Morgan Guaranty Company of New York
35, Avenue des Arts
1040 Brussels

KONINKLIJKE NEDERLANDSCHE HOOGOVENS EN STAALFABRIEKEN NV, IJMUIDEN, THE NETHERLANDS

Invitation to attend the annual general meeting of shareholders

to be held on Thursday, 3 May 1991, in the Okura Hotel, Ferdinand Bolstraat 221, Amsterdam, starting at 2.00 p.m.

- The agenda for the meeting will be:
- The Report of the Board of Managing Directors for 1990.
 - Approval of the Accounts for 1990; Declaration of the dividend proposal.
 - Retirement and Intention to appoint a Supervisory Board member. For all information on this subject we would refer you to pages 2 and 3 of the Annual Report.
 - Retirement of Supervisory Board members in 1991. For all information on this subject we would refer you to page 2 of the Annual Report.
 - Authorization of the Board of Managing Directors to purchase (depository receipts for) shares in this Company.
 - Designation of the Board of Managing Directors as the body empowered to take decisions concerning the issue of shares, the granting of rights in respect thereof and the limiting or extension of subscription rights.

The meeting is open to all shareholders and depository receipt holders either in person or represented by a proxy authorized in writing, provided that, in the case of holders of ordinary bearer shares these holders have lodged their share certificates - and in the case of depository receipt holders these holders have lodged their depository receipts - not later than Friday, 26 April 1991, at the offices of one of the following banks:

- In the Netherlands:
Algemene Bank Nederland in Amsterdam, Rotterdam or The Hague;
Amsterdam-Rotterdam Bank N.V. in Amsterdam, Rotterdam or The Hague;
In Belgium:
Kredietbank N.V. in Brussels;
In Germany:
Deutsche Bank AG in Frankfurt am Main or Düsseldorf;
In France:
Lazard Frères & C^{ie} in Paris;
In Switzerland:
Union Bank of Switzerland in Zurich,
Crédit Suisse (Suisse) in Zurich,
Swiss Bank Corporation in Basel;

or have submitted evidence of the fact that they are shareholders or depository receipt holders of the Company's shares in IJmuiden not later than Friday, 26 April 1991, which may be effected by submission of evidence that their share certificates or depository receipts have been deposited for safe keeping with De Nederlandsche Bank N.V. or with one of the banks mentioned above and are blocked with such bank until the close of the meeting.

The certificate of deposit issued by one of the above-mentioned banks will serve as an admission pass for entry to the meeting.

The Annual Accounts for 1990 together with the Agenda are available for inspection at the Company's offices in IJmuiden. Copies may be obtained free of charge from the above-mentioned banks by shareholders, depository receipt holders and holders of the 6% convertible debenture loan 1985.

IJmuiden, 12 April 1991

KONINKLIJKE NEDERLANDSCHE HOOGOVENS EN STAALFABRIEKEN NV

Hoogovens Groep

INTERNATIONAL COMPANIES AND FINANCE

Things are looking up on Wall Street

Patrick Harverson finds confidence growing among firms after the traumas of 1990

THE television advertisement, filmed in grainy black and white, features a bespectacled man standing on a street corner, quietly explaining to a group of sober-suited colleagues that his company measures success "one investor at a time".

This is Wall Street selling itself to the American investor, 1991-style. The ad, for brokerage house Dean Witter, projects an image of conservatism and financial probity, and is aimed at persuading investors that it is safe to entrust their money to the US securities industry.

Although selling by television is not a new idea for securities firms, the proliferation of new ads - other brokers with television campaigns include Merrill Lynch, Paine Webber, Smith Barney, Harris Upham, and Shearson Lehman Brothers - suggest the industry is recovering its confidence after the traumas of 1990, which by most measures was the darkest year in its history.

In the wake of a strong performance by securities markets in the first quarter of this year, Wall Street has the right to feel more confident about its future.

The numbers from the first three months of 1991 make impressive reading. The volume of stocks traded on the big exchanges - a key determinant of profitability for the industry - is up sharply in the quarter.

On the New York Stock Exchange, turnover averaged 158m shares a day, up 23 per cent on volume for the whole of 1990. On the secondary Nasdaq market, volume averaged a record 151m shares a day in the first quarter, up from 131m shares a day in 1990.

As volume has increased, so have stock values. During the first quarter, the Dow Jones Industrial Index climbed 10.6 per cent, the Standard & Poor's 500 rose 13.6 per cent, and the Nasdaq composite index jumped a record 29 per cent.

Heavier volume and higher share prices mean bigger commissions and improved earnings for Wall Street firms. "The first quarter of 1991 should show very improved industry profitability," said Mr George



Finance houses enjoyed a surprisingly good 1991 first quarter - but job losses are still on the cards

Monahan, of the Prudential Securities, Security Pacific and Morgan Stanley, took on big restructuring charges in the past year in the process of scaling down their operations, laying off staff and withdrawing from unprofitable businesses.

Firms remain committed to tackling costs, in spite of the improved outlook. Mr Jerome Kenney, executive vice-president at Merrill Lynch, said: "We've pledged not to veer off our programme of fixed cost reductions, on the basis that the fundamental imbalances in the industry have not totally been corrected yet."

Of the jobs lost, most have been from the frontlines - the sales people, analysts and investment bankers. Now attention has been switched to the back office, where firms feel they can save money by streamlining, or merging, their clearing, settlement and processing operations.

Cutting measures have helped improve balance sheets, but a more positive contribution to stronger earnings this year has come from the underwriting business.

Dormant during most of 1990, the underwriting of new stock and bond issues by securities firms is on the increase. In the first quarter of 1991, the volume of new stock and bond offerings soared 36 per cent to a record \$104.5bn.

Higher share prices and lower interest rates lay behind the increase in new issues. Companies have been hurrying to the market with new stock to catch the market rally while it lasts, and corporate treasurers have been issuing paper while borrowing costs are on a downward trend.

The improvement in underwriting business has not been confined to the home market. The volume of new issues in the Eurobond and international equity markets was \$68.1bn in the first three months of this year, a 40 per cent increase on the first quarter of 1990.

Merger and acquisition (M&A) business, however, is still in the doldrums, and shows little sign of returning to form. The value of completed M&A deals in 1990 was \$167bn, down from \$200bn in 1989. This year will be one of stagnation, according to San-

ford C Bernstein, capital market specialists, which estimates the value of deals at between \$150bn and \$170bn in 1991.

Commissions also remain a problem. Competition between securities firms for contracting business pushed fees down in past years, much to the benefit of investors. Total commission revenue in 1990 stood at just less than \$9bn, down 13 per cent on the previous year and 30 per cent less than the peak year of 1987.

Even in the current climate, securities firms will be reluctant to increase commissions for fear of losing business to competitors. But the biggest player has taken the plunge: in February, Merrill Lynch raised its commission fees on stock transaction orders.

The start to 1991 may have been promising, but return on equity in the securities business is likely to remain low on a historical basis. In the past two years, the equity base of the industry has shrunk from \$27.1bn to \$23bn today.

Even if profits rise, they will reach the more optimistic estimates of \$1.5bn, that would still represent a return on equity of 6.5 per cent, well below the 20 per cent to 30 per cent returns enjoyed during the early to mid-1980s and fairly meagre by the standards of other US industries.

The successes of the last three months have come as an unexpected surprise for Wall Street. "We're going to end up with a healthier 1991 than anyone counted upon," enthused Mr Jerome Kenney, of Merrill Lynch.

The industry's improved health has spurred analysts into buying the stocks of securities companies. In the first three months of this year the securities broker sector of the NYSE rose 45 per cent, the third best performing sector in the period.

Yet a strong first three months will not be a signal for expansion, and caution remains the watchword. As Mr Bill MacIntosh, of Salomon Brothers, put it: "There is no euphoria. No one will go and start hiring and building up the size of their business on the basis of just one quarter."

Sulzer plans payout rise as earnings jump 28%

By William Duffin in Geneva

SULZER, the Swiss engineering group based in Winterthur, yesterday reported a 28 per cent increase in net consolidated earnings to Sfr155m (\$110m) in 1990.

Turnover, adjusted for the sale of its diesel engine business last year, rose by just less than 3 per cent to Sfr6.23bn.

Net earnings of the parent company advanced to Sfr60m from Sfr54m in 1989.

The board proposes to raise the dividend from Sfr130 to Sfr150 per registered share with a nominal value of Sfr1,000, and from Sfr13 to Sfr15 for registered shares and participation certificates with a par value of Sfr100.

The annual meeting in May will also be asked to approve modifications to the company statutes which would raise the limit on the amount of the share capital that a single investor can hold from 0.5 per cent to 2 per cent of the total.

A 10 per cent limit applies to voting rights, but a larger stake can be held, provided that the investor enters a contract undertaking not to sell his holding without the approval of the Sulzer board.

Omni Holding, the parent company of Mr Werner Key, which is under court protection from its creditors, holds some 80 per cent of the Sulzer stock, but only 10 per cent has been formally registered.

The Sulzer board announced this year that it was seeking "a more stable share structure" and was looking for investors, possibly an "industrial partner", which would buy Mr Key's stake.

Last month, Mr Jean-Claude Nicolle, a Swiss publisher, sold an 8 per cent interest in Sulzer to an unnamed buyer for an undisclosed sum. Mr Nicolle said the sale had been completed with the understanding of the Sulzer board.

Sulzer has doubled its net earnings in the past three years - last year's 28 per cent advance followed a 83 per cent profit growth in 1989. The 1990 increase was effected despite problems for Sulzer Rtd, the weaving machinery company, which saw its market collapse.

Rtd, which contributed Sfr1.17bn of group turnover in 1989, experienced a drop of 25 per cent in incoming orders last year. Between last autumn and this spring, the decline has reached 50 per cent.

Working hours have been reduced for 3,600 employees this month.

PUTNAM EMERGING INFORMATION SCIENCES TRUST

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Luxembourg, 11, rue Aldringen
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Notice of Meeting

Messrs Shareholders are hereby convened to attend the Annual General Meeting which will be held on April 26, 1991 at 11.00 a.m. at the registered office with the following agenda:

Agenda

1. Presentation of the reports of the Board of Directors and of the Auditor.
2. Approval of the balance sheet and profit and loss account as of December 31, 1990 and the allocation of net profits.
3. Discharge of the Directors for the fiscal period ended December 31, 1990.
4. Action on nomination for election of Directors for the ensuing year. The Directors have proposed for election the following:
As Directors: George Putnam
Lawrence J. Lasser
Michael J. Wilson
David H. Walsh
John R. Verant
Damien Wigry
5. Any other business which may be properly brought before the Meeting.

The shareholders are advised that no quorum for the terms of the agenda is required and that the decisions will be taken at the majority of the present or represented at the Meeting. Each share is entitled to one vote. A shareholder may act in any Meeting by proxy.

By order of the Board of Directors

Banco de la Nacion Argentina
U.S. \$195,000,000

Floating Rate Serial Notes due 1994-1997

For the period
15th April, 1991 to 15th October, 1991

In accordance with the provisions of the Notes, notice is hereby given that the rate of interest has been fixed at 7.125 per cent, per annum, and that the interest payable on the relevant interest payment date, 15th October, 1991 against Coupon No. 8 will be U.S. \$1,810.94 per U.S. \$500,000 Note.

The Industrial Bank of Japan, Limited
Agent Bank

£200,000,000

Nationwide
Anglia Building Society

Floating Rate Notes Due 1995

Interest Rate 12 1/2% per annum

Interest Period 10th April 1991
10th July 1991Interest Amount per
£5,000 Note due
10th July 1991Credit Suisse First Boston Limited
Agent

Moves at Mayne Nickless

Nickless, the Australian transport, security and health care group, yesterday announced that Mr Ian Webber, managing director, was to retire on October 8 and that group operations director Mr William Bythway had been appointed deputy managing director, Reuter reports.

Mr Bruce Redpath, chairman, is to retire in September. Mr Webber will continue with the group in a non-executive capacity after his retirement.

Mr Bythway joined Mayne Nickless in 1988, and was appointed to the board last year. Mr Webber joined the company as deputy managing director in 1981 and was appointed managing director in the same year.

Mayne Nickless has not had a deputy managing director since 1981.

The company said that no successors to Mr Webber or Mr Redpath, had been announced yet.

Swiss units link at Bridgestone

BRIDGESTONE, the leading Japanese tyre group, plans to combine its two Swiss sales subsidiaries into one.

Reuter reports from Tokyo, Bridgestone (Schweiz) and Firestone (Schweiz) will be combined to create Bridgestone/Firestone (Schweiz). The move will help strengthen customer services, increase the variety of products and improve management efficiency, the company said.

Marabou to build plant

FREIA MARABOU, the Norwegian chocolate, confectionery and producer, announced yesterday to invest Nkr45m (\$4m) to build a chocolate production plant in Hasselt, Belgium, 60km outside Brussels, writes Karen Fosell in Oslo.

The company plans to produce its Daim chocolate bar, which has enjoyed success in Scandinavia, at the plant. Production is to start in 1994 with construction of the plant starting next spring.

Initially, the plant will employ between 75 and 90 employees, rising to 125 in 1995, and will produce Daim for the European Community market.

Freia Marabou has sold the Daim chocolate since 1987 in the UK and Germany. In 1990, Freia Marabou's pre-tax profit increased by 8 per cent to Nkr438m. Group operating income rose by 7 per cent to Nkr4.79bn.

Marine Midland Finance N.V.

U.S. \$125,000,000

Guaranteed Floating Rate Subordinated Notes due 1994

For the three months 11th April, 1991 to 11th July, 1991 the Notes will carry an interest rate of 6 1/2% per annum with a coupon amount of U.S. \$16.11 per U.S. \$100 Note and U.S. \$16.15 per U.S. \$100 Note. The relevant interest payment date will be 11th April, 1991.

Listed on the London Stock Exchange

Bankers Trust
Company, London

Agent Bank

BANK OF NEW ZEALAND

Ceyman Islands Branch

NZ\$150,000,000

Floating rate notes 1992

For the three months 10 April 1991 to 10 July 1991 the notes will carry an interest rate of 11.40818% per annum.

payable on the relevant interest payment date, 10 July 1991, will amount to NZ\$11.40818% per NZ\$100,000

and NZ\$11.42211% per NZ\$250,000,000.

Agent: Morgan Guaranty Trust Company

JPMorgan

INTERNATIONAL DEPOSITARY RECEIPTS
REPRESENTING SHARES PAR VALUE \$2.50 COMMON STOCK
JP MORGAN & COMPANY INCORPORATED

A cash distribution of \$0.495 per Depositary share will be payable on or after the 22nd April 1991 upon presentation of Coupon No. 84.

Morgan Guaranty Trust Company
of New York

30 West Street
(Corporate Trust Department)
New York

35 Avenue des Arts
Brussels

1 Angel Court
London

At the designated rate less applicable taxes.

This distribution is in respect of the regular quarterly dividend payable on the common shares P.V. \$2.50 JP Morgan & Company Incorporated on 31st December 1990.

CHEMICAL NEW YORK CORPORATION
US\$250,000,000 FLOATING RATE
NOTES DUE OCTOBER 1997

In accordance with the provisions of the Notes, notice is hereby given that for the interest period from 11 April to 11 July 1991 the Notes carry an interest rate of 6 1/2% per annum. The interest rate on the interest payment date, 11 July 1991, against coupon no 22 will be US\$7.2825 per US\$100,000 note.

CHEMICAL BANK
Agent Bank

PECHINEY INTERNATIONAL

Profitability improved in 1990

Pechiney International today reported 1990 consolidated income of FF 1,150 million, equal to FF 15 per share, before amortization of goodwill generated by acquisitions, compared with FF 1,229 million, or FF 20 per share, in 1989. After amortization of goodwill, net income in 1990 amounted to FF 907 million, or FF 12 per share, versus FF 1,268 million, or FF 17 per share, for the previous year.

Stated in U.S. dollars, the accounting currency used by a major portion of Pechiney International's activities - which declined from an average exchange rate of FF 6.38 in 1989 to FF 5.45 in 1990 - net after amortization of goodwill from \$199 million in 1989 to \$166 million in 1990.

An analysis of the figures in the table below shows that earnings from operations after financial expenses remained practically unchanged when stated in U.S. dollars, declining by 1% in 1990 from the previous year. The decrease in net income resulted essentially from non-operating charges, the Group's share in income by affiliates accounted for by the equity method, and minority interest.

	U.S. \$	FF
Total Sales	7,885	7,885
Earnings from Operations before Financial Expenses	665	665
- Packaging	419	333
- Aerospace Components	120	141
- Aluminium	71	177
- International Trade	28	38
- Other	(5)	(2)
Earnings from Operations after Financial Expenses	354	359
Income before exceptional charges	211	240
Net Income	165	199
Goodwill Amortization		907
		1,268

Consolidated sales decreased by 10.3% when stated in French francs, while they increased by 5.2% in U.S. dollars. The Packaging sector represented 69% of total sales, Aerospace Components 12.4%, Aluminium 10.5% and International Trade 7.3%. Operating profit (earnings from operations before financial expenses) in 1990 decreased 17% when stated in French francs and 8% in U.S. dollars. The small change in U.S. dollars was due entirely to lower earnings from Aluminium and International Trade activities, which were almost totally compensated for by earnings gains from the Packaging and Aerospace Components sectors.

PECHINEY 10, Place des Voies - La Defense 5
Cedex 68 - 92048 PARIS LA DEFENSE
Tel: (33.1) 46.91.46.91

PECHINEY
INTERNATIONAL

PECHINEY INTERNATIONAL

Profitability improved in 1990

The Pechiney Group today reported consolidated net income for 1990 of FF 4,913 million, compared with FF 3,337 million in 1989. Before exceptional gains of FF 1,100 million in 1990, versus FF 575 million in 1989, 1990 income declined by 19% to FF 2,225 million, or FF 44 per share, from FF 2,762 million, or FF 54.70 per share, in 1989.

The results indicate that profitability in 1990 remained at a satisfactory level, despite an environment that was clearly less favorable than in 1989. The year 1990 was marked particularly by a 15% decline in the average prices of aluminium quoted in U.S. dollars on the Metal Market.

change, and by an equal drop in the average exchange rate of the U.S. dollar, which decreased from FF 6.38 in 1989 to FF 5.45 in 1990.

	1990	1989
Total Sales	7,885	8,672
Earnings from Operations before Financial Expenses	665	918
- Packaging	228	212
- Aluminium	248	418
- Aerospace Products	93	122
- Other Technical Activities	59	108
- International Trade	46	69
- Holding Company	(12)	(10)
Earnings from Operations after Financial Expenses	410	566
Income before exceptional charges	225	276
Net Income	491	337

The consolidated sales in 1990 were FF 4,532 million from manufacturing activities and FF 10,417 million from international trade. Manufacturing sales declined by 8%, but if the 1989 average exchange rate for the U.S. dollar had continued in effect in 1990, the Group's manufacturing sales would have remained practically unchanged.

With the decrease in the Aluminium and Other Industrial Activities sectors compensated for by gains in Packaging and Engineered Products.

Operating profit (earnings from operations before financial expenses) declined by FF 2,414 million to FF 6,688 million. However, financial expenses were significantly dropping from FF 3,406 million in 1989 to FF 2,586 million in 1990 because of a reduction in the Group's debt and as a result of the low exchange rate of the U.S. dollar.

Income before exceptional capital gains actually declined by only FF 537 million, after allowing for lower non-operating charges, provisions for income tax, and minority interest.

"The Packaging sector's contribution to consolidated

Operating profit represented 34% of the total and rose 7.6% over 1989 when stated in French francs; in U.S. dollars, the operating profit contribution from packaging was 11% from \$333 million to \$420 million. Most of the packaging activities advanced, with the best performance reported by the beverage can business, which benefited from a good level in demand and from major gains in productivity.

In Aluminium, the downstream fabricating activities of the Mill Products (Rhenals) and Distribution and Building Products departments progressed satisfactorily, with results unchanged from the very good levels reached in 1989. The lower operating profit for the Aluminium sector as a whole resulted entirely from upstream activities which, despite sustained demand, were affected by the double impact of a drop in world aluminium prices and the depreciation of the U.S. dollar.

In the Engineered Products sector, the Turbine Components business reported operating profits of FF 819 million, versus FF 1 million in 1989. Stated in U.S. dollars, Turbine Components operating profit rose 6% from \$141 million to \$150 million, due to improved profitability during the second half of the year.

For the Other Industrial sector, more than two-thirds of the decline in earnings resulted from ferroalloy activities, which were penalized by a decline in prices as well as by the depreciation of the U.S. dollar.

Following an exceptional year in 1989, the International Trade sector reported a drop in operating profit, but again confirmed a sizeable contribution to overall earnings.

The outlook for 1991 varies by operating sector. The outlook is good for packaging and satisfactory for aerospace components; it is not favorable for upstream aluminium and ferroalloy.

Prospects are also dependent on changes in the value of the U.S. dollar, which have penalized earnings for the first two months of this year, although the recent appreciation in dollar's value represents a major positive development. Overall, if present trends continue, the decline in the Group's operating profit should be limited, despite a difficult economic environment.

At the parent company's annual meeting, the Pechiney Board of Directors will recommend to keep the dividend of FF 15 - FF 22.50 including a tax credit for each non-voting preferred share (CIP). The FF 15 dividend includes a statutory dividend on FF 9.50 and a supplementary dividend of FF 5.50.

PECHINEY 10, Place des Voies - La Defense 5
Cedex 68 - 92048 PARIS LA DEFENSE
Tel: (33.1) 46.91.46.91

PECHINEY

GUYOMARCH

STRONG EARNINGS GROWTH IN 1990

The Board of Directors of the GUYOMARCH Group, chaired by Mr Michel VERMERSCH, met to review the financial statements and approve the parent company's financial statements for the 1990 financial year.

(FF million)	1989	1990	%
Total sales	7,846.3	8,907.3	+13.5
Total net consolidated earnings	114.9	168.1	+46.3
Nonrecurring extraordinary profits (excl. minorities)**	40.4	-	-
Attributable earnings	155.3	168.1	+8.2
Incl nonrecurring extraordinary profits	135.8	171.2	+26.0
Depreciation	292.0	349.3	+19.2
Consolidated funds provided from operations (cash flow)	240.3	302.9	+26.0

* The following companies were integrated into the GUYOMARCH Group in 1990: COFINA (France) through GUYOMARCH NUTRITION ANIMALE, NAGUT (Germany) and AFC HANDEL (Denmark) through CANIN, and PERIMAX (Britain) through DIANA.

** Incidence of the accident that occurred at LERIAL in September 1990. In general, growth in consolidated sales (+13.5%) and earnings (+46.3%) was satisfactory during the 1990 financial year.

- Sales in the Animal Feed Division grew steadily again this year (+7.1% in volume). If the acquisition of COFINA is taken into account, the increase is even larger (+20.1% thanks to the full integration of that company into GUYOMARCH NUTRITION ANIMALE.

- Growth in the Food Products Division (PERE DODU) was also satisfactory. Sales of fresh prepared products, especially strong with high profitability.

Primary secondary processed poultry products did well as a whole in the Group's sales this year. These activities taken over by the COFINA Group at the beginning of 1991 - a group in which GUYOMARCH Group acquired a 20% stake.

- In spite of lower than expected sales and earnings in the United States, the Pet Food Division (ROYAL CANIN) recorded a marked increase in earnings thanks to strong development in Europe.

- Earnings in the Industrial Products Division (DIANA) were lower than expected. AROMES DE BRETAGNE (fruit and vegetable flavorings) were hurt by a climatic conditions.

At the annual shareholders' meeting to be held at company headquarters on May 27, 1991, the Board of Directors will propose a dividend of FF 1.50 per share or FF 1.50 including credit which can be compared with last year's FF 1.20.

The dividend will be paid as of July 2, 1991, either in cash or shares at the discretion of the shareholders in accordance with legal requirements.

GUYOMARCH's majority shareholder, COMPAGNIE FINANCIERE DE PARIBAS, has already announced that it will choose to receive dividends in the form of shares.

In 1991, the GUYOMARCH Group will continue to strengthen the development of its main activities in Europe. Earnings are expected to continue growing in line with past years' performances.

Alcan \$1m loss upsets forecasts for quarter

By Robert Gibbons in Montreal

ALCAN Aluminium yesterday surprised analysts by reporting a first-quarter loss. The company blamed weak metal prices, sharply lower shipments of ingot and fabricated products, and rising costs.

The loss was \$1.1m, or 3 cents a common share, after a \$7m special charge, against a profit of \$17.2m, or 74 cents, including a \$63m special gain, a year earlier.

Sales and operating revenues were \$1.95bn, down 8 per cent from a year earlier. The Canadian-based group last month warned that first-quarter results would be much lower than those of the fourth quarter of 1990, when earnings from operations were \$76m, or 32 cents a share.

David Morton, chairman, said prices weakened markedly in many of Alcan's principal markets in the first quarter, and North America and Brazil both turned in operating losses.

"The weakness in the world aluminium market is likely to persist until the North American economy turns round," he said.

Fabricated shipments, at 334,000 tonnes, were down 10 per cent from a year earlier and 8 per cent from the fourth quarter. Ingot shipments, at 181,000 tonnes, dipped 8 per cent and 25 per cent.

Alcan would not give further details about the Brazilian loss, but admitted conditions had not improved there. European operations picked up, although there were losses in Britain, while Pacific area results were about the same.

Even the most cautious analysts had expected a small first-quarter profit. Spot aluminium prices have fallen from about 70 cents (US) a pound late last November to 64 cents.

Analysts in New York placed in the big US market than Alcan and Reynolds, with greater reliance on the car industry. It should, however, pick up in the coming economic recovery.

For all 1991, Alcan's economic recovery may show a modest profit.

Raytheon strong in electronics, energy sectors

PROFITS were halved in the first quarter of 1991 at Raytheon, the US electronic equipment group, has attributed a slight rise in earnings and sales in the first quarter to strong operating results in government electronics and in its energy services and aircraft segments, Reuters reports.

However, Mr Dennis Picard, chairman and chief executive officer, said "This strong showing in these segments was dampened by the effects of recessionary pressure on our appliance segment."

The company, maker of the Patriot missile, reported first-quarter net income of \$133.7m, or \$2.04 per share, compared with \$130.9m, or \$2.00, last year. Sales advanced to \$2.25bn from \$2.23bn last time.

McCaw nets \$360m in cellular deal

By Martin Dickson in New York

BELLSOUTH, the largest of the regional Bell operating companies, and McCaw Cellular Communications yesterday agreed to an exchange of interests which will help consolidate the US cellular telephone market and give highly-leveraged McCaw \$360m in cash.

The deal arises out of BellSouth's move last year to buy Graphic Scanning, a financially-troubled cellular business with interests concentrated in Indiana and Wisconsin.

At the time of that deal, Graphic Scanning was involved in a complicated settlement of a legal dispute with McCaw, the largest US cellular company in which British Telecom has a 20 per cent stake, involving an exchange of cellular interests.

The new agreement involving BellSouth enlarges on that settlement. BellSouth will buy McCaw's cellular interests in seven markets in Indiana, 10 in Wisconsin, and one in Illinois.

In return, McCaw will receive \$360m and BellSouth's 28.57 per cent interest in a cellular system in Rochester, New York State.

McCaw will be relieved of a \$50m payment to Graphic, required under the earlier settlement, and will release Graphic from pending litigation.

The effect of the deal is to strengthen BellSouth's position in the mid-West and McCaw's in New York State.

There are some 2.7m pops - a head of population who could be served by cellular - in the areas BellSouth is acquiring, and about 1.5m in the Rochester area. McCaw, therefore, will net less than about 1.2m pops. The deal represents a price-per-pop of about \$300 for Milwaukee, a large urban market, and about \$180 for the smaller markets.

McCaw said it would use the proceeds to pay off some 20 per cent of its \$2bn in bank debt. The company, which has grown rapidly from tiny origins to leadership of the industry, had some \$3.3bn of debt and shareholders' funds of \$1.04bn at the end of last year.

On a per-share basis, the company reported 95 cents for the first quarter, compared with 73 cents a year ago.

"We are delighted with this performance given the current turbulence in the economy and our industry," said Mr Andrew S. Grove, president and chief executive.

AMD's first-quarter net income was \$4.2m before payment of preferred stock dividends, and per-share earnings amounted to 2 cents.

In the first quarter a year ago, AMD reported net income of \$13.1m, or 13 cents a share after dividend payments. Results for the period were boosted by a \$10m gain from the sale of a facility to Sony USA. First-quarter sales were

up slightly from \$271.5m in the same period last year.

"We are pleased with the improving operating results achieved in the first quarter of 1991. They represent the initial payback from AMD's transformation," said Mr W. J. Sanders, chairman and chief executive officer.

"In a development of enormous significance to the worldwide electronics industry, AMD has acquired the microprocessor, ending the Intel monopoly."

"At more than \$10m, shipments in the quarter exceeded expectations, and we are ramping production in line with our marketing objectives," he said.

CGIP said it would subscribe FF500m to the capital increase of Sogeti, Cap Gemini's holding company.

It also plans to subscribe to the capital increase of FF350m planned by its majority-owned building materials subsidiary, Cedest, to finance the \$90m purchase of the 51 per cent it did not already own in Wheelabrator Allevard, the world leader in abrasive pellets.

Mr Sellière said the balance of CGIP's portfolio had prevented it from suffering any marked slowdown in business during this year, and he was confident about the group's performance in 1991.

Cap Gemini, on the other hand, produced a 19 per cent increase in net profits after a substantial acquisition programme. The results were impressive by most standards, but would have been even more so had the company not had to withdraw a share issue

contributed to the downturn, rising from \$11.2m a year ago, to \$14.5m in the latest three-month period.

Mr Barron Hilton, chairman, said the weakness in the hotel divisions in the latter half of 1990 worsened with the outbreak of the Gulf war.

New York and Hawaii were among the worst-affected markets, and the decline was compounded by an early Easter - traditionally a slow period for the industry.

"While there are some preliminary signs that the recession may have bottomed out, emergence from the downturn, particularly in the hotel sector, remains cloudy, due to the disproportionate decline in some sectors," he said.

This division saw operating income fall from \$22.8m to just \$8.5m. On the gaming side, by contrast, profits were flat at \$33.8m.

Higher interest rates also contributed to the downturn, rising from \$11.2m a year ago, to \$14.5m in the latest three-month period.

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Semiconductor makers advance

By Louise Kehoe in San Francisco

INTEL and Advanced Semiconductor, two of Silicon Valley's leading semiconductor manufacturers, reported gains in first-quarter income, signaling strengthening demand for computer chips.

Intel produced record sales and income for the quarter, while AMD managed a small profit for the first time in three quarters, based on strong demand for new products, including its recently introduced "486" of the Intel 386 microprocessor.

Intel's strong growth in all product groups in all big geographical areas. Intel's first-quarter net income was \$197m, a 37 per cent increase from \$144m for the first quarter of 1990, on revenues of \$1.13bn, up 27 per cent

from \$894m a year ago. On a per-share basis, the company reported 95 cents for the first quarter, compared with 73 cents a year ago.

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Provision move denied by Banesto

By Peter Bruce in Madrid

BANESTO, one of Spain's big commercial banks, is strongly denying suggestions that it has agreed a charge against its 1990 consolidated group profits.

The bank implied last week that it had had to make provisions following August's stock market fall and suggested that pre-tax earnings had risen 45 per cent to Ptas46bn (\$718m) last year.

The provision is said to have been made in 1990 accounts passed by Banesto to the Bank of Spain in February - fully consolidated Banesto's recent industrial holding group - pre-tax earnings were Ptas44.5bn.

That account included a note, independent of the account itself, to the effect that a "harmonisation adjustment" of Ptas4bn had been made to take account of share price losses at Corporation companies after the Gulf crisis began. The adjustment would be taken against reserves.

It is understood that, if Banesto's annual report does not make clear that the provision - understood to be the same Ptas4bn - has been made to consolidated group profits, the monetary authority could sue against the group.

The alleged provision in the accounts passed to the Bank of Spain would raise pre-tax group profit to Ptas48.5bn.

The Bank of Spain and Banesto may be interpreting the same accounts differently. Mr Conde had said that the final consolidated account he presented this week complied with the Bank of Spain's reporting rules.

Corporacion parent had not suffered major price falls, no provisions were necessary.

The Bank of Spain, though, will have a fuller account in which its own banking norms - linking provisions to the share prices of individual financial institutions and not profitability as demanded by general Spanish accounting rules - apply.

Mr Conde, Banesto's president, said last night that Banesto "has not passed a penny" through the profit and loss account. The suggestion, he said, "is completely false".

This week, Mr Conde said that, at the greatest profit and loss consolidation demanded by the Bank of Spain - which consolidates only the Corporation parent and the financial group - pre-tax earnings were Ptas44.5bn.

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N.V. Koninklijke Nederlandse Petroleum Maatschappij

(Royal Dutch Petroleum Company) Incorporated at The Hague, The Netherlands

ANNUAL GENERAL MEETING OF SHAREHOLDERS

to be held on Thursday 10th May, 1991, at 10.30 a.m. in the "Rijnsburg Congresscentrum", 21 Churchillplein, The Hague, The Netherlands.

AGENDA

1. Annual Report for 1990.
2. Finalisation of the Balance Sheet and the Profit and Loss Account, together with the Notes thereto for 1990 and the final dividend for 1990.
3. Appointment of a member of the Supervisory Board.
4. Appointment of a member of the Supervisory Board owing to retirement by rotation.
5. Remuneration of members of the Supervisory Board.

The documents referred to under items 1 and 2 are available for inspection and may be obtained free of charge at:
- the Company's office, 300 Canal van Bylandt, 2586 HR The Hague;
- the office of Shell Oil Company, Transfer Agent, One Shell Plaza, P.O. Box 52000, Houston, Texas 77052;
- the head offices of the banks stated under A.

The nominations for the appointments referred to under items 3 and 4 are

INTERNATIONAL CAPITAL MARKETS

Philippine National Bank shares to be sold

By Greg Hutchinson in Manila

A FURTHER 10 per cent of shares in the Philippine National Bank, partially privatised two years ago with the sale to the public of 30 per cent of its stock, is to be sold.

However, a plan to list the shares in the US as American Depositary Receipts (ADRs) had been shelved because of delays being experienced by regulatory authorities.

"These will now be offered to the local market," an official said.

But he said the PNB was going ahead with an ADR plan whereby all of the 30 per cent of Philippine shares currently listed would be traded on an over-the-counter basis in the US rather than formally listed on the exchanges there.

The securities should be tradable as ADRs well before the end of the year.

The bank, which five years ago was saddled with huge losses and was unprofitable, forecast that its business would continue to grow this year, although at a far reduced pace from the first quarter.

Yesterday, it announced net income rose 170 per cent to 1.5bn pesos (\$44m) in the first quarter of this year from 557m pesos in the corresponding quarter of last year.

Gross income was 4.17bn pesos, made up of 1.88bn pesos in interest income and 2.29bn pesos from fee-based and other income.

Net profit as a percentage of gross income was 36 per cent in this last quarter.

Total resources grew by 4 per cent from 78.6bn pesos at the end of 1990 to 81.6bn pesos. While liabilities rose by 2 per cent to 67.1bn pesos.

Mr Edgardo Espiritu, PNB's president, attributed much of the net profit rise to the depreciation of the Philippine peso, which fell by around 25 per cent last year against the US dollar, and increases in fee-based income.

SA to help Cape Bank investors

THE South African Reserve Bank announced a limited, special aid scheme for smaller depositors with the troubled Cape Investment Bank, which is to be wound up, Reuter reports from Johannesburg.

However, it warned the move did not set a precedent. "The Reserve Bank by no means wishes to discourage the placing of funds with smaller banks, but at the same time wants to state unequivocally that it cannot accept responsibility for the injudicious investment decisions of depositors," Mr Chris Stals, Reserve Bank governor, said in a statement.

The Deputy Registrar of Deposit-taking Institutions earlier announced a proposal to wind up the Cape Investment Bank.

Mr Stals said that in the interest of sound competition it is desirable that large investors should place deposits with smaller banks such as the Cape Investment Bank.

"The Reserve Bank is, however, perturbed at the lack of sound financial management so often displayed in South Africa in the handling of large amounts of funds," he added.

It was found that excessive amounts were deposited by individual investors with the Cape Investment Bank and the relatively small Alpha Bank Ltd which was placed under curatorship last September, he said.

This contributed significantly to their financial problems.

Dealers against opening Tokyo OTC market

THE Japan Securities Dealers' Association has decided against allowing foreign companies to be listed on the over-the-counter (OTC) market, Reuter reports from Tokyo.

An association official said the dealers' Association, which supervises the OTC market, has been examining the possibility of opening the market to foreign companies. But it concluded this would be difficult as there are no institutions likely to be able to handle accounts settlement for foreign stocks.

Also, as a result of easier listing restrictions on the foreign stocks section of the Tokyo Stock Exchange, the added merit of opening the OTC market to foreign companies would be minimal, the official said.

Producer price dip keeps US rate cut hopes alive

By Patrick Harriverson in New York and Sara Webb in London

A WELTER of economic reports left the US bond market in a daze yesterday morning, but with the key figure - a 0.3 per cent fall in March producer prices - keeping hopes for an interest rate cut alive, Treasury officials were higher across the board.

By mid-day, the benchmark 30-year government bond was up 1/4 at 95 1/2 to yield 8.250 per cent.

The two-year note was firmer, up 1/4 at 100 1/4, yielding 8 1/4 per cent.

The economic statistics released yesterday showed producer price inflation easing slightly, but still strong in February after a revision in earlier estimates, and the latest weekly unemployment claims fell from 70,000.

The unemployment news was a welcome relief to the bond market, but analysts warned the figure was distorted by the Easter holiday period which traditionally distorts the total.

Overall, analysts said the day's data was broadly positive, leaving the door open for a cut in interest rates by the Federal Reserve. However, no one expects the Fed to move until it has seen the consumer price index for March, which is due out today.

This explains why the market's response to the good news on producer prices was relatively muted yesterday, as one wanted to be caught too long of bonds in the event of a bad consumer prices figure wrecking the chances for another cut in borrowing rates and triggering a large sell-off in Treasury bonds.

EUROPEAN bond markets rallied when the US producer price index and employment figures were released, in the hope that the Federal Reserve

could cut interest rates soon. The German government bond market's rise was helped by the strengthening of the D-Mark against the dollar, which traders saw as a sign that the Bundesbank is less likely to raise interest rates.

The Bundesbank confirmed this when Mr Dieter Hase, head of the regional central bank in Berlin, stated that the Bundesbank would not join the trend to lower interest rates.

Rumours that Mr Karl Otto Pöhl, president of the Bundesbank, was about to step down started circulating in the Far East markets and spread to Europe, forcing the Bundesbank to put out a statement saying it will no longer react to intermittent market speculation on the subject.

Dealers in the Far East said the speculation had put slight pressure on the German mark. French government bonds gained 1/4 point on the US PPI figures and closed up 1/4 point. The Bank of France said it left its intervention rate unchanged at 9 per cent at a securities repurchase tender held yesterday.

The French Treasury will offer FF60m of bills at its next weekly tender on April 15. The offer will consist of FF20m of 13-week bills and FF40m of 26-week bills.

In Tokyo, the yield opened at 6.7 per cent, moved to 6.77 per cent and closed at 6.77 per cent, trading at around 6.77 per cent in London.

Dealers said that heavy selling in New York on Wednesday helped push the yield on the benchmark No 129 Japanese government bond from 6.67 per cent to 6.7 per cent. One dealer said there were rumours that one of the Japanese brokers had sold up to Y200m worth of JGBs in New York.

The Japanese government bond market's rise was helped by the strengthening of the yen against the dollar, which traders saw as a sign that the Bank of Japan is less likely to raise interest rates.

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BENCHMARK GOVERNMENT BONDS

	Red	Price	Change	Yield	Month
US 10YR	100.00	100.00	0.00	8.00	10.11
US 20YR	100.00	100.00	0.00	8.00	10.11
US 30YR	100.00	100.00	0.00	8.00	10.11
JAPAN No 119	100.00	100.00	0.00	8.00	10.11
JAPAN No 120	100.00	100.00	0.00	8.00	10.11
GERMANY	100.00	100.00	0.00	8.00	10.11
FRANCE STAN	100.00	100.00	0.00	8.00	10.11
FRANCE OAT	100.00	100.00	0.00	8.00	10.11
CANADA	100.00	100.00	0.00	8.00	10.11
NETHERLANDS	100.00	100.00	0.00	8.00	10.11
AUSTRALIA	100.00	100.00	0.00	8.00	10.11
BELGIUM	100.00	100.00	0.00	8.00	10.11

London closing, *denotes New York morning session
Yields: Local market standard Prices: US, UK in 32nds, others in decimal
Technical Data/ATLAS Price Sources

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The French Treasury will offer FF60m of bills at its next weekly tender on April 15. The offer will consist of FF20m of 13-week bills and FF40m of 26-week bills.

In Tokyo, the yield opened at 6.7 per cent, moved to 6.77 per cent and closed at 6.77 per cent, trading at around 6.77 per cent in London.

Dealers said that heavy selling in New York on Wednesday helped push the yield on the benchmark No 129 Japanese government bond from 6.67 per cent to 6.7 per cent. One dealer said there were rumours that one of the Japanese brokers had sold up to Y200m worth of JGBs in New York.

The Japanese government bond market's rise was helped by the strengthening of the yen against the dollar, which traders saw as a sign that the Bank of Japan is less likely to raise interest rates.

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NEW ISSUE

This announcement appears as a matter of record only.

April, 1991

SAISON GROUP PARCO CO., LTD.

U.S. \$100,000,000

4 per cent. Guaranteed Bonds Due 1995

with Warrants

to subscribe for shares of common stock of PARCO Co., Ltd.

Payment of principal and interest being unconditionally and irrevocably guaranteed by

The Dai-Ichi Kangyo Bank, Limited

ISSUE PRICE 100 PER CENT.

Daiwa Europe Limited

DKB International Limited

Kankaku (Europe) Limited

Nomura International

Banque Bruxelles Lambert S.A.

Banque Indosuez

Barclays de Zoete Wedd Limited

Baring Brothers & Co., Limited

Bayerische Landesbank Girozentrale

BNP Capital Markets Limited

Credit Suisse First Boston Limited

Dai-ichi Europe Limited

Deutsche Bank Capital Markets Limited

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Robert Fleming & Co. Limited

Fuji International Finance Limited

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Hyundai Securities Co., Ltd.

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Merrill Lynch International Limited

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Mitsui Taiyo Kobe International Limited

Morgan Stanley International

New Japan Securities Europe Limited

Paribas Capital Markets Group

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Swiss Bank Corporation

Tokai International Limited

UBS Phillips & Drew Securities Limited

Universal (U.K.) Limited

S.G. Warburg Securities

Yamaichi Securities (Europe) Limited

NEW ISSUE

This announcement appears as a matter of record only.

April, 1991



MATSUYA CO., LTD.

U.S.\$60,000,000

4 1/2 per cent. Guaranteed Bonds 1995

with Warrants

to subscribe for shares of common stock of Matsuya Co., Ltd.
The Bonds will be unconditionally and irrevocably guaranteed by

The Mitsubishi Bank, Limited

ISSUE PRICE 100 PER CENT.

Daiwa Europe Limited

Mitsubishi Finance International plc

Credit Suisse First Boston Limited

Deutsche Bank Capital Markets Limited

Fuji International Finance Limited

Goldman Sachs International Limited

The Lucky Securities Co., Ltd.

Merrill Lynch International Limited

Morgan Stanley International

New Japan Securities Europe Limited

Paribas Capital Markets Group

Salomon Brothers International Limited

Sanwa International plc

J. Henry Schroder Wagg & Co. Limited

Swiss Bank Corporation

S.G. Warburg Securities

Yamaichi International (Europe) Limited

STRAIGHT BONDS: The yield is the yield to redemption of the bid-price; the amount listed is in millions of currency units. Chg. day = Change on day.
FLATYING RATE NOTES: Denominated in dollars unless otherwise indicated. Coupon shown in millions. Spread = Margin above par. Smoothed offered rate (three-month below mean rate) for US dollars. Clean = The current coupon.
CONVERTIBLE BONDS: Denominated in dollars unless otherwise indicated. Chg. price = Nominal amount of bond per share expressed in currency of share at conversion rate. Premium = Percentage premium of the current effective price of acquiring shares via the bond over the most recent price of the shares.

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Data supplied by Association of International Bond Dealers.

INTERNATIONAL CAPITAL MARKETS

Rome to publish withholding tax shake-up ruling

By Haig Simonian in Milan

A RULING on the procedures for refunding Italian withholding tax for non-residents is to be published imminently.

It will enable eligible non-residents to reclaim withholding tax on Italian government paper.

The move will come as a welcome boost to the Italian bond market, which has been one of the fastest growing and most successful in Europe this year.

Although the Finance Ministry in Rome was unable to give any indication when the procedure, which has been one of the subject of many months' debate, would be released, versions were believed to be circulating among the banking community yesterday.

Precisely which groups of investors will be affected will depend on a variety of factors. These include whether dou-

ble taxation treaties exist between their country of domicile and Italy, and, if so, the so-called "treaty tax rate" set out in such agreements.

However, it is already clear that supranational institutions will be able to reclaim tax, and that the ability to reclaim will not only cover lira-denominated domestic paper but also ECU bonds issued by the Italian government on the domestic market.

The new procedure is set out in a document from the Ministry of Finance.

As expected, custodian banks will pay a leading role in co-ordinating repayments. Investors will have to complete two forms, one to be signed by the fiscal authorities in their country of residence.

The Italian Ministry of Finance has promised speedy repayment of claims.

Portugal launches big debt programme

PORTUGAL, struggling to mop up excess liquidity, has launched a huge programme of government debt that is fueling a growing market in bonds, Reuters reports from Lisbon.

Some \$1,000bn worth of treasury bills and other financial instruments have been placed with banks since December to control a glut of idle funds that was hindering the government's fight against inflation.

Now the government is aiming to further develop the secondary debt market.

Plans to introduce continuous trading later this year and to create market-makers, who will be committed to trading a certain amount of debt, are expected to increase turnover significantly.

Investors in Portugal are increasingly opting for the secondary bond market as an alternative to the tiny and volatile Lisbon and Oporto equity markets, analysts say.

Portuguese stock markets slumped last year due to fears over the Gulf crisis, but the Lisbon bond market's Banco Pinto e Sotto Mayor (BPSM) index, for public and private bonds, ended 2.5 per cent up in 1990.

Business in public debt paper, though growing, is currently limited by the archaic trading system. Prices are set at most twice a day at the stock exchange and often only once if amounts are small.

However, authorities are planning to introduce continuous electronic trading in coming months to modernise the market and bring it closer in line with others in the EC. It also plans to designate about half a dozen Portuguese banks as market-makers.

Until then, the market in government debt will be open to any of the 30 or so Portuguese banks potentially interested in taking part in public issues and willing to guarantee a certain amount of trading.

Spotlight falls on building societies' credit quality

Simon London on the impact of Permanent Interest Bearing Shares on the UK's mutual savings institutions

THE announcement that UK building societies will soon be able to issue PIBS - a new form of interest-bearing shares - has placed the credit quality of the UK's mutual savings institutions under scrutiny.

Throughout the late 1980s, building societies developed a higher profile in the capital markets. The Building Societies Commission, the regulatory authority, limits the amount of funding the societies can raise from "wholesale sources" to 40 per cent of total financing. The rest must come from depositors. In practice, building society treasurers said the commission imposes an informal limit of around 25 per cent.

However, by clearing the way for building societies to issue Permanent Interest Bearing Shares, the commission has opened up a new market in which many building societies are keen to tap. PIBS can be successfully sold to investors, the instrument will provide a welcome additional source of capital against which the societies can lend. As mutual institutions, building societies have, until now, built up capital resources by retaining income.

Moreover, since PIBS will be deeply subordinated, ranking below savers' deposits in the event of a winding-up, the long-term credit quality of

building societies could be crucial to the pricing of the PIBS.

A recent study by IBCA, the European credit rating agency, commented that the big building societies are "profitable, well capitalised and tightly regulated".

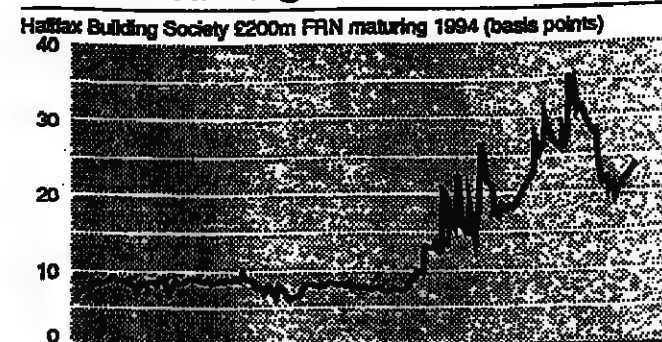
In terms of core capital, the best-capitalised of the leading building societies is National Provincial (N&P), with core capital equivalent to 4.9 per cent of assets at the end of 1989. At the bottom of the pile of rated societies, Halifax had a ratio of 3.8 per cent.

Like banks, building societies have also been able to issue subordinated debt to bolster non-core or tier II capital. Three building societies (Alliance & Leicester, Bristol and West and Leeds Permanent) have followed banks by issuing variable-rate notes since 1989. These are floating-rate instruments in which the margin over the London interbank offered rate is re-set at a regular remarketing process.

The problem for the building societies, as for the banks, is that subordinated paper in general, and variable rate notes in particular, are unpopular with investors in the current uncertain economic climate.

For example, Bristol & West's £150m variable-rate note issue was launched in September 1989 at an interest margin of 10 basis points above the

Discounted Margin



London interbank offered rate. However, the margin has risen at recent remarketing auctions and now stands at 50 basis points over Libor.

The Building Societies Commission has specifically excluded variable-rate structures from its proposed rules for PIBS.

The way in which building societies fund their lending activity is watched closely by credit analysts. In addition to subordinated capital, building societies have also issued an increasing amount of senior debt securities and commercial paper in the capital market.

For example, N&P recently set-up a £500m medium-term note programme in the international capital market, which

allows for the issue of paper denominated in sterling, yen, Ecu and dollars. N&P also has a \$750m commercial paper programme in the US and has issued long-term debt in Tokyo.

N&P is unusual only in having such a diverse spread of foreign currency borrowings. Most societies have concentrated on sterling funding activity by issuing sterling commercial paper and sterling floating-rate notes.

The reason for increased wholesale funding is that net savings inflow into the societies grew only moderately during the 1980s - at a time when the housing market was booming and the societies were expanding their mortgage port-

folios.

Of the big societies, Alliance & Leicester has been most aggressive in its use of the capital markets. In 1989, 23 per cent of its funding came from wholesale sources, rather than from depositors.

Last month, Moody's Investor Services, the US credit rating agency, downgraded the senior debt rating of Alliance & Leicester from AAS to A1, citing the changing pattern of the society's borrowing as one reason for the decline in credit quality.

"Such a major shift in funding patterns has led to higher funding volatility," said a recent report from Moody's. "Within the wholesale funds base itself, a large reliance on short-term sources - especially highly confidence-sensitive instruments such as commercial paper - could increase further funding volatility."

The increasing cost of variable-rate notes is a good example of this funding volatility. The cost of issuing sterling floating-rate notes has also risen sharply in the past six months.

For most of last year, quality building society FRNs traded at a discounted margin of between 5 and 8 basis points over the London interbank offered rate. During the autumn and the early part of this year, however, prices col-

lapsed. For example, Halifax's floating-rate paper maturing 1994 troughed at a discounted margin of nearly 36 basis points over Libor before recovering over the past month.

Indeed, the sterling FRN market is currently described by bankers as "soggy", and "effectively closed to new issues on any scale".

Currently, the pressure to raise funding in the capital markets is not strong. The UK housing market is depressed and the inflow of savings has moved into recession.

However, pressure to refinance existing borrowings will grow in the mid-1990s as the early batch of sterling FRNs reach redemption.

During the whole of this year only around £300m of building society bonds will reach maturity. In the third quarter of 1990, at the peak of redemption, around £1bn falls due.

While floating-rate instruments are unpopular, Leeds Permanent, Nationwide Anglia and Alliance & Leicester have each issued fixed-rate bonds into the international market this year. Where interest rate swaps can be arranged, this provides floating-rate funding at below the level which can currently be achieved by issuing floating-rate bonds.

Good reception for Staatsbank DM4bn deal

By Simon London

WHILE the mainstream of the international bond market remained subdued yesterday, international investors had opportunities to buy paper nominally issued in domestic markets.

For example, the Staatsbank, the state-owned German lending institution, launched DM4bn of floating-rate paper through a syndicate of 30 non-German banks led by Swiss Bank Corporation in Frankfurt.

The issue was split into two tranches of five-year paper, a DM2.5bn tranche paying three-month Frankfurt interbank offered rate (Fibor) and a DM1.5bn tranche paying six-month Fibor.

Issued at 100.10 and 100.08 respectively, both tranches

INTERNATIONAL BONDS

traded at a discount equivalent to half fees of 18 basis points, where they yield two to three basis points over Fibor.

The Staatsbank has issued more than DM400bn of paper since August 1990 and this changed syndication method marks an effort to achieve a broader spread of distribution.

Banks participating in the deal yesterday said that central banks had snapped up a substantial portion of the issue.

However, buying was also reported from companies and

some commercial banks.

The issue carries the guarantee of the German government and a zero-risk weighting under the Basel guidelines on international bank capital adequacy - banks do not have to set aside capital against holdings of the bonds.

In the French market, the European Investment Bank added FF2bn of new bonds to its outstanding FF71.5bn 9 per cent bond issue maturing 2003.

The deal, led managed by BNP, was priced to yield 40 basis points over French government paper over similar maturity, in line with the yield spread of the existing paper in the secondary market.

The bonds are in bearer form and can be cleared through either Euroclear or Cedel, the

clearing houses of the international bond market.

The lead manager reported mainly international demand centred on institutional investors.

Elsewhere, syndicate managers expected little new issue activity today, ahead of inflation statistics due to be released in the US and UK.

Spain is expected to come early next week with an Ecu deal, possibly of around Ecu1bn and 10-years maturity. The expansion of the International Swap Dealers Association's master swap agreement to include new transactions, reported yesterday, involves changes to the definitions which accompany the ISDA master, but not to the master agreement itself.

Moody's may downgrade Olympia & York issue

By Tracy Corrigan

MOODY'S Investor Service, the US rating agency, has placed a property-backed Eurobond issued by Olympia & York, the Canadian real estate group, under review for possible downgrade.

The \$548m Eurobond is secured on the building and tenant leases of 58 Water Street, New York City.

The \$35m sq ft building is one of the largest office blocks in the US, and the deal was the largest to be secured on a single office block.

A dwindling stream of payments from a surety bond of Aetna Casualty, the US insurance company, gives additional backing.

The deal was originally rated AAL by Moody's but was downgraded in July 1990 to A1, due to substantial leasing exposure and the decline in the Manhattan property market.

Leases for approximately 40 per cent of the building expire in 1992 and 1993.

The bonds were placed under review because of the further deterioration in the property market, and the approach of the lease expiry dates.

Other property-backed deals may be similarly affected, although most were done as private placements and were not rated.

LONDON MARKET STATISTICS

FT-ACTUARIES SHARE INDICES

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EQUITY GROUPS		Thursday April 11 1991									
A & SUB-SECTIONS		Index No.	Day's Change %	Est. Yield (%)	Grm. Yield (%)	E/P Ratio	Vol. adj. 1991 to date	Index No.	Index No.	Index No.	Index No.
1 CAPITAL GROUPS (187)		877.76	+0.6	11.29	5.51	10.91	9.61	877.76	881.70	881.70	881.70
2 Building Materials (18)		1387.41	+0.6	10.56	5.68	12.54	13.34	1387.41	1393.63	1393.63	1393.63
3 Contracting, Construction (31)		2438.33	+0.7	10.98	5.48	11.23	13.27	2438.33	2424.25	2424.25	2424.25
4 Electronics (26)		1869.45	+0.8	9.38	4.78	15.06	3.12	1869.45	1863.94	1863.94	1863.94
5 Engineering-Aerospace (8)		459.54	+0.2	15.23	3.44	7.93	8.86	459.54	463.53	463.53	463.53
6 Engineering-General (47)		461.38	+0.2	12.44	5.68	9.70	4.28	461.38	464.31	464.31	464.31
7 Metals and Metal Forming (6)		490.39	+0.2	10.60	7.04	6.64	0.59	490.39	501.78	501.78	501.78
8 Motors (13)		357.09	+0.1	12.33	6.69	9.52	6.55	357.09	362.71	362.71	362.71
9 Other Industrial Materials (20)		1562.09	+0.4	9.19	5.19	12.85	28.92	1562.09	1574.36	1574.36	1574.36
10 CONSUMER GROUPS (145)		1473.37	+0.6	8.32	3.61	14.99	9.69	1473.37	1472.64	1472.64	1472.64
21 Browsers and Distillers (22)		1798.34	+0.1	8.88	3.62	13.72	14.76	1798.34	1797.99	1797.99	1797.99
22 Food Manufacturing (22)		1203.36	+0.1	9.40	4.05	13.10	15.95	1203.36	1208.53	1208.53	1208.53
23 Food Retailing (16)		2837.37	+0.4	7.71	2.74	16.95	4.34	2837.37	2824.07	2824.07	2824.07
24 Health and Household (21)		3242.41	+0.3	6.26	2.61	18.99	17.97	3242.41	3266.99	3266.99	3266.99
25 Hotels and Leisure (21)		1375.99	+0.6	10.67	5.01	11.68	6.97	1375.99	1378.41	1378.41	1378.41
26 Media (24)		1511.48	+0.2	10.37	4.60	13.74	14.07	1511.48	1508.60	1508.60	1508.60
31 Packaging, Paper & Printing (16)		683.01	+0.4	8.18	4.35	10.30	5.03	683.01	680.49	680.49	680.49
32 Stores (34)		929.02	+0.2	8.95	3.88	14.49	2.21	929.02	930.89	930.89	930.89
33 Textiles (11)		545.69	+0.4	9.73	5.91	12.97	2.61	545.69	551.11	551.11	551.11
40 OTHER GROUPS (108)		1293.96	+0.1	8.88	4.19	12.46	9.15	1293.96	1295.29	1295.29	1295.29
41 Business Services (13)		1231.93	+0.1	10.92	4.82	11.21	2.85	1231.93	1232.16	1232.16	1232.16
42 Chemicals (21)		1276.48	+0.3	9.14	5.11	12.55	23.33	1276.48	1274.56	1274.56	1274.56
43 Conglomerates (10)		1547.48	+0.4	10.84	6.64	11.05	10.66	1547.48	1564.76	1564.76	1564.76
44 Transport (14)		1179.72	+0.1	11.19	4.17	10.90	6.97	1179.72	1183.47	1183.47	1183.47
45 Electricity (14)		1179.72	+0.1	11.19	4.17	10.90	6.97	1179.72	1183.47	1183.47	1183.47
46 Telephone Networks (4)		1463.49	+0.1	9.08	3.41	14.33	0.00	1463.49	1466.02	1466.02	1466.02
47 Water (10)		2523.62	+0.7	13.44	5.55	8.32	39.69	2523.62	2523.23	2523.23	2523.23
48 Miscellaneous (22)		1504.99	+0.6	6.35	4.90	20.05	21.39	1504.99	1519.30	1519.30	1519.30
49 INDUSTRIAL GROUP (480)		2262.15	+0.5	9.40	4.42	13.09	9.39	2262.15	2263.45	2263.45	2263.45
50 Oil & Gas (20)		1349.66	+0.6	10.81	5.56	12.08	36.05	1349.66	1350.45	1350.45	1350.45
51 FINANCIAL GROUP (97)		840.00	+0.6	9.58	5.61	12.92	13.67	840.00	838.78	838.78	838.78
60 Insurance (Life) (7)		1545.82	+0.4	-	-	-	38.87	1545.82	1551.77	1551.77	1551.77
61 Insurance (Composited) (6)		702.69	+0.7	-	-	-	11.60	702.69	705.39	705.39	705.39
62 Insurance (Brokers) (8)		1184.60	+0.8	-	-	-	20.30	1184.60	1175.63	1175.63	1175.63
63 Merchant Banks (7)		420.12	+0.5	-	-	-	3.90	420.12	422.81	422.81	422.81
64 Property (40)		1025.08	+0.6	6.33	4.57	21.54	3.69	1025.08	1025.29	1025.29	1025.29
70 Other Financial (20)		289.35	+0.3	9.65	6.23	12.81	3.59	289.35	293.49	293.49	293.49
71 Investment Trusts (69)		1212.13	+0.4	-	-	-	10.52	1212.13	1213.40	1213.40	1213.40
99 ALL-SHARE INDEX (666)		1224.72	+0.4	-	-	-	12.18	1224.72	1225.31	1225.31	1225.31
FT-SE 100 SHARE INDEX		2531.6	+12.8	2532.1	2531.1	2531.8	2527.2	2531.6	2531.1	2531.1	2531.1

FIXED INTEREST		Thur Apr 11	Day's change %	Wed Apr 10	Accrued Interest	Vol. adj. 1991 to date	Index No.	Index No.	Index No.	Index No.
1 British Government		9.13	9.13	11.80	1	1	9.13	9.13	9.13	9.13
2 5-15 years (30)		132.39	+0.12	132.23	2.10	3.87	132.39	132.23	132.23	132.23
3 Over 15 years (8)		139.90	+0.30	139.48	1.54	4.05	139.90	139.48	139.48	139.48
4 Irredeemables (6)		156.16	+0.07	156.05	3.81	1.50	156.16	156.05	156.05	156.05
5 All stocks (72)		131.00	+0.10	130.87	1.92	3.79	131.00	130.87	130.87	130.87

FIXED INTEREST						AVERAGE GROSS REDEMPTION YIELDS				
PRICE INDICES		Thur Apr 11	Wed Apr 10	Accrued interest	net adj. 1-10% to date	Thur Apr 11	Wed Apr 10	Year ago (approx.)		
British Government						1 British Government	9.13	9.15	11.80	
						1 Low	5 years	9.13	11.80	
						2 Coupon	15 years	9.51	9.56	11.48
						3 (0%+74%)	20 years	9.63	9.67	11.20
						4 Medium	5 years	9.95	9.44	13.12
						5 Coupon	15 years	9.95	9.97	11.41
						6 (0%-104%)	20 years	9.90	9.93	11.96
						7 High	5 years	10.29	10.23	12.21
						8 Coupon	15 years	10.11	10.15	12.21
						9 (111%)	20 years	10.05	10.10	12.21
						10 Irredeemables		9.93	9.93	11.27
All Stocks (72)		131.16	+0.10 130.67	3.81	1.50					
Index-United						Index-United				
						11 Inflation rate 5%	Up to 5 yrs.	3.73	3.72	4.81
						12 Inflation rate 5%	Up to 5 yrs.	4.10	4.10	4.17
						13 Inflation rate 10%	Up to 5 yrs.	2.92	2.92	3.74
						14 Inflation rate 10%	5 years	3.92	3.92	
Over 5 years (10)		147.11	+0.08 147.00	0.79	1.16	15 Debt & Loans	5 years	11.86	11.86	16.40
All Stocks (11)		147.96	+0.07 147.85	0.73	1.21	16 Loans	15 years	11.64	11.64	14.39
						17	25 years	11.43	11.43	13.37
Debt & Loans (54)		109.88	+0.07 109.80	2.29	2.65					

TECHNOLOGY

Neutrinos reveal their dark secrets

Bernard Simon reports on a Canadian project that may solve some of the mysteries of the universe

Inco, the world's largest nickel producer, is excavating a cavern in the heart of a 10-storey building near Sudbury, central Ontario.

The project has nothing to do with mining. Instead, the cavern will house an ambitious experiment by Canadian, US and British scientists to unlock some of the mysteries of the universe.

Known as the Sudbury Neutrino Observatory (SNO), the underground laboratory will be the least radioactive spot on earth when it starts feeding data to a control room on the surface in 1995. In the virtual absence of radioactivity, SNO is expected to provide new information on neutrinos, the little-understood particles of matter which rank with electrons and quarks as the most basic building blocks of nature.

Prof Arthur McDonald, a Canadian physicist and the director of the SNO project, compares the scientific impor-

ance of the venture with the huge particle accelerators being built in the US and Europe.

The team of 52 scientists and about 70 support staff hopes to draw some conclusions about the future of the universe by discovering whether or not neutrinos have mass. McDonald puts it: "If they have even a minuscule mass, it will be enough to slow the expansion of the universe or get it to contract again."

Neutrinos can penetrate great distances through even the densest materials, and this makes them extraordinarily difficult to detect. But if they do, it will be enough to measure their basic properties. It will also give scientists a better idea of the number of these particles emitted by the sun.

The experiment is taking place in Sudbury, 400km north of Toronto, for two main reasons: Inco's mine shaft and Canada's large inventories of heavy water.

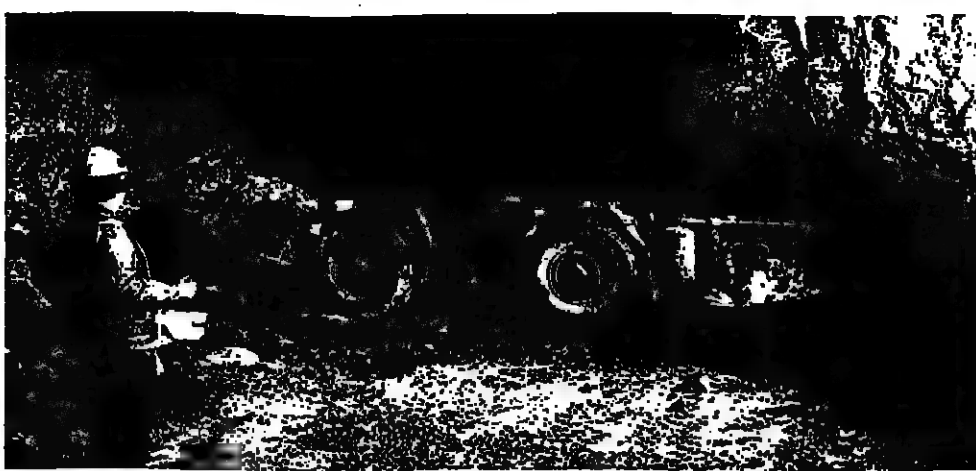
Canada has built up unusu-

ally large quantities of heavy water for use in the CANDU nuclear power reactor pioneered by Atomic Energy of Canada Ltd (AECL). The heavy water has been purified to a point where it contains almost no radioactivity. SNO will borrow 1,000 tonnes of the liquid from AECL, about the same amount required for a large nuclear reactor.

By putting SNO more than two kilometres down the Inco mine, the project can proceed with minimal disruption from the cosmic rays which normally interfere with observation of neutrinos.

Most of the equipment in the observatory, including the concrete lining of the cavern and the large acrylic vessel in which the neutrinos will be observed, is being specially made from materials with ultra-low radioactivity.

The availability of the mine shaft and the heavy water has cut the cost of the SNO project significantly. The market value of the water alone is about



Inco's Creighton mine, where the underground observatory will be housed

\$300m (£150m). As it is, the capital cost of SNO is estimated at close to \$50m. About two-thirds of the total will come from various Canadian federal and provincial government agencies. The US department of energy will chip in \$12.5m. Britain's Science and Engineering Research Council has been asked for a \$900,000 contribution to buy components designed by scientists at Oxford University.

The heavy water will be placed in a highly-polished, spherical acrylic vessel. The vessel will be surrounded by 9,400 glass photo-multiplier tubes designed to detect the minute bursts of light which neutrinos produce when they hit heavy water.

One of the problems facing the scientists is that the force

with which neutrinos strike any other particle is among the weakest known in nature.

Heavy water, however, is particularly suitable for observing neutrinos. The particles are often detected when they react with the extra neutron in each hydrogen nucleus, which makes heavy water different from tap water.

None the less, even though billions of neutrinos will be passing through the heavy-water container each second, McDonald and his colleagues expect the photo-multiplier tubes to record no more than about 20 bursts of light a day - none of them visible to the naked eye.

Scientists at Oxford have designed a special light collector for each photo-multiplier tube which will double its sensitivity to light.

The acrylic vessel and the photo-multiplier tubes will be suspended from a steel deck at the top of the cavern. Cables will connect them to the surface control room where computers and electronic instruments will collate data given off by the colliding neutrinos. The data will be more fully analysed at the various universities and research laboratories participating in the project.

The failure of the much-heralded Hubble telescope last year has heightened the SNO team's sensitivity to the risks of their project. But George Ewan, chairman of the project's scientific advisory committee, says that "we've made all the mistakes we think we've thought of everything." They'll know for sure in 1995.

Guidance through the PC maze

HOW do you know when you buy a personal computer whether it will be the best machine for a specific task?

To guide corporate buyers through the PC maze, Spec of Newton Abbot, Devon, and the magazine Computer Weekly, are publishing a series of PC analyses. For £1,000 a year the subscriber gets about 100 individual reports cost £35.

The benchmarks used for the tests enable the user to relate performance to specific applications. The tests also enable the user to compare, say, six stand-alone PCs to a Unix box with six terminals.

A rose by any other name

MANY of Britain's wild flowers have been destroyed by high-tech agriculture. Now an Unbridge-based company is using the latest agricultural techniques to restore something from the countryside to the wood anemone.

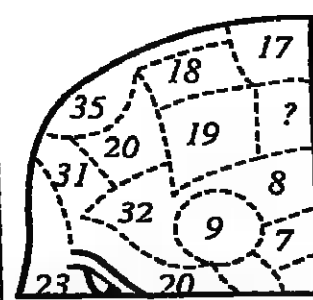
High Value Horticulture has adapted the plastic trays used for large-scale vegetable production for germinating the seeds of its "really wild flowers". There are 200 cells on each tray.



The trays are suspended in air so that the roots grow down, peep through the hole and then die back, forming two root buds. These shoot out when the plant is in the soil, making sturdy plants.

A persistent welding gun

AN ELECTRON beam welding gun able to weld a one-foot



WORTH WATCHING

by Della Bradshaw

(300mm) thick steel pipe for 2½ hours without stopping has been developed by TWI of Cambridge, writes Lynton McLain. The gun will be used by the French nuclear company Framatome, but could find other homes throughout heavy engineering.

The 100-kilowatt gun is three times as powerful as previous electron welders. It is designed to reduce potentially damaging discharges and cut the power momentarily to avoid defective welds. This minimises the risk of interrupting the welding by metal vapour getting into the gun column.

Fruit remains at ripe old age

IN ORDER to ensure fruit and vegetables reach their destination in perfect condition, Air Products, of Allentown, Pennsylvania, has developed a way of reducing the oxygen content in the container, so ensuring a longer life for the produce.

The Spectrum CA controlled atmosphere system, which can be fitted to conventional containers, works by passing the air through a specially developed membrane which separates the nitrogen from the oxygen.

The fibres in the membrane hold the oxygen molecules in their cores. The nitrogen passes through, producing a gas stream of up to 98 per cent nitrogen. This retards the produce's ripening. The controlled atmosphere unit complements refrigeration units, and Air Products is already developing a combined system.

Contact: Spec: UK, 0298 55155, High Value Horticulture: UK, 0295 72911, TWI: UK, 0223 891182, Air Products: US, 215 481 4911.

Britain comes to its census

Della Bradshaw explains how the population will be counted

On April 21 occupants of the 23m households in England, Scotland and Wales will put pen to paper to give a snapshot of life in Great Britain today.

What is the quality of the housing stock? What are people's occupations? What is the ethnic breakdown of the country? The answers to 28 questions such as these will be carefully catalogued in the 1991 UK census.

In logistical terms the task is unusual one. A total force of 150,000 people - including 117,000 census takers - will carry out the task. The census is a massive task, moving into action at the beginning of April. By the end of this month the job, for most of them, will already be complete.

The mammoth management task for the Office of Population Censuses and Surveys is to ensure that all the forms are correctly distributed, filled in and collected. Only then will

the number-crunching Andrah mainframes be able to analyse the data.

Delays, even of just days, could jeopardise the whole programme. For this reason the census office put reliability and fast computer response times at the top of the shopping list for a computer system.

Because the census takes place just once a decade there is an enormous leap in technology between each one. While the 1981 census was conducted on a simple computer spreadsheet, the department has this year turned to networked multi-user personal computers to carry out the task.

The system now installed at the census office in Titchfield,

near Portsmouth, comprises Compaq workstations and a file server, a Novell local area network, Ethernet cabling operating at 10 megabits a second and software from London-based Syntek, part of BICC.

The first job of the Syntek software - the Field Operational Control Unifying System (Focus) - is to keep records of the tasks to be done in the run-up to census day and the dates when each should be completed. This includes the dates when the enumerators should be appointed, by which time the census forms should be handed to each household - some 40 tasks in all.

For many members of the public the first inkling they had of the census would have been last week, when leaflets on the project dropped through most letterboxes. But more important are the days leading up to April 21, when the census form will be delivered, and the few days following census day when the completed forms will be collected.

The second job of the software is to compare the progress made by each area, on the basis of information given by the area manager, and to check that against the schedule. "It allows smaller discrepancies to be spotted earlier," points Mike Gibbons of Syntek.

On the days when each area is to be completed the organiser in each of the 115

census areas phones the Titchfield office and reports on progress. The phone calls come in, the information is tapped into the system. If it is incorrect - if an organiser inadvertently reports the appointment of three people to a position when the accounts only allow for two, say - the person typing in the data will be unable to file the information. Instead, an error report will appear on the screen giving details of the error.

Once all the information is safely stored, the software compiles reports outlining what has been done and - more importantly - highlighting which targets have not been achieved.

One of the final tasks will be to record that all the completed census forms have been sent to the census office in Glasgow where the information on each household in the UK will be keyed in. This data will then be transmitted to the Andrah system in Titchfield for analysis. A task which will take up to two years.

This done, the Focus system can be closed down, except for training exercises. "I think it's what you call Kleenex software," jokes Tim Goldstone, consultant with Syntek. "You use it once and throw it away."

Whatever the success of this year's census control system, the only sure thing is that by the year 2001 the technology used to gather the information will be completely different. By then residents may phone in their answers to voice recognition computers or even type the answers in themselves using a keypad and the domestic television set.

BUSINESS FOR SALE

Gaunson Holdings Limited

Featherstone, Yorkshire
Tottenham, North London

The Joint Administrative Receivers offer for sale the business and assets of Gaunson Holdings Limited and its subsidiary Gaunson Limited.

- Manufacturing of mass auto, jackets and trousers
- Turnover in excess of £5.6 million
- Well established business with over 50 years trading experience
- Freehold factory in Tottenham approximately 70,000 square feet
- Freehold warehouse and office premises in Tottenham, North London approximately 20,000 square feet

For further information contact the Joint Administrative Receivers, KPMG Peat Marwick Corporate Recovery, 1 The Embankment, Neville Street, Leeds LS1 4DW. Tel: 0532 313000 Fax: 0532 313183.

KPMG Peat Marwick Corporate Recovery

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1983. Blue chip
client base.

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(In Receivership)
Transformer Manufacturer - Small Heath,
Birmingham

The business and assets of a long established transformer manufacturer are offered for sale as a result of receivership:

- Manufacture of a range of customised transformers - 500VA to 10MVA.
- Securamid flame retardant product range.
- Latest annual turnover of £1.1 million.
- Blue chip customer base and good sales outlets.
- Experienced workforce of 100.
- Superbly equipped purpose built freehold premises at Heath Road, Crawley, Birmingham (55,000 sq. ft.).

Enquiries to the Joint Administrative Receivers, SRE Hancock, Price Waterhouse, Livery House, 169 Edmund Street, Birmingham B3 2JB. Tel: 021-200 3000. Fax: 021-200 2902.

Price Waterhouse

Skot Transformers Limited

(In Receivership)
Transformer Manufacturer - Malvern, Herefordshire

The business and assets of an established transformer manufacturer are offered for sale as a result of receivership:

- Batch manufacture of small transformers - 500VA to 5KVA.
- Latest annual turnover of £1.8 million.
- Good customer base.
- Experienced workforce of 60, plus apprentices.
- Freehold premises Malvern, Herefordshire.

Enquiries to the Joint Administrative Receivers, SRE Hancock, Price Waterhouse, Livery House, 169 Edmund Street, Birmingham B3 2JB. Tel: 021-200 3000. Fax: 021-200 2902.

Price Waterhouse

Thirty Five Group

(In Receivership)

The business and assets of the Thirty Five Group, a major travel brochure general distribution, packaging and storage company, are for sale as a result of receivership.

The business operates from a 350,000 sq. ft. leased warehouse at Milton, Abingdon, Oxford.

- Annual turnover currently exceed £10 million.
- UK's leading independent travel brochure distributor.
- Prime location.
- Skilled workforce of 240.
- National distribution network.

Additionally, a 6,000 sq. ft. fully fitted office building, completed in 1988 and located in Abingdon, Oxford, is available for sale.

Enquiries to: AJ Barrett FCA and JBA Phillips FCA, Price Waterhouse, No. 1 London Bridge, London SE1 1LW. Tel: 071 3000. Fax: 071-939 5568.

Price Waterhouse

MARCHWAY GARAGE LIMITED

(In Administrative Receivership)

The Joint Administrative Receivers offer for sale the business of this retail distributor of Rover, Isuzu and Subaru Motor Cars.

- Estimated Annualised Turnover £2.6m
- 1½ Acre Freehold Site in March, Cambridgeshire comprising, showroom, servicing and garage forecourt facilities.
- Modern equipped service bays and MOT workshop
- Stock of used Cars.

Please contact: Nigel Miller, Joint Administrative Receiver, BDO Binder Hamlyn, 7 The Close, Norwich, Norfolk, NR1 1JH. Tel: 0603 618181 Fax: 0603 633618

BDO BINDER HAMLYN

Chartered Accountants

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Stadex Industries Limited

The Joint Administrative Receiver offers for sale on a going concern basis the business and assets of the above company.

- Manufacturing division: - Dispersion Adhesives - Starch products - Plastic fabrics - Non-woven products
- Attractive customer base and order book
- Annual turnover approximately £7m
- 15 acre freehold site in Warrington Industrial Estate
- Approximately 140 employees

For further information please contact the Joint Administrative Receiver, FW Taylor and D. Bailey, Ernst & Young, 100 Court, Tithebarn Street, Liverpool L2 2LE. Telephone: 051-236 8000 Fax: 051-236 8000

ERNST & YOUNG

Authorized by The Institute of Chartered Accountants in England and Wales to carry on investment business.

RAJINDER & SONS LIMITED

(In Administrative Receivership)

The Joint Administrative Receivers Offer for Sale the Business of this Specialist Contractor in Concrete Sawcutting, diamond drilling and Concrete repairs and finishing.

- Estimated Turnover for year to March 1991 \$4.8m
- Freehold site in Rochester, Kent. Completing Offices, Plant yard and service bay
- Representative office in Coventry
- Customers include Main Civil Engineering and Contracting Companies
- Plant and Equipment including diamond drilling and specialist equipment.

Please Contact: Philip Sykes, Joint Administrative Receiver, BDO Binder Hamlyn, 20 Old Bailey, London, EC4M 7BH. Tel: 071 489 9000 Fax: 071 489 9000

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THRIVING HEALTH & FITNESS CLUB

Freehold premises. Prominent Central Position in major Staffordshire Town. On Site Parking. Turnover £145,000 approx. Write Box H9414 Financial Times, One Southwark Bridge, London SE1 9HL

BUSINESS FOR SALE SECTION

ALSO APPEARS ON PAGE 7.

Oil refinery strike threatens copper output in Zambia

Cadmium production expected to increase

THE CHAIRMAN of the Chicago Board of Trade, Mr. William O'Connor, said that he will recommend that only US grain be accepted for delivery on CBOT futures contracts.

Mr O'Connor told the Minneapolis Grain Shippers Association that CBOT contracts mirror the cash grain trade and that "if exporters are

MARKET REPORT

Aluminum prices set new 14-month lows on the LME yesterday, with three month metal trading as low as \$1.44 a tonne level. Some traders said a close below that level could lead to a further sell-off, but others did not consider it a convincing break down and were awaiting early moves today. The backwardation (cost premium over three month metal) for zinc almost doubled to \$113 a tonne as short positions due to maturities in the tight mid-April period were rolled forward. Traders said that although there could be a sell-off in the backwardation once the April futures had passed the

Crate oil (per barrel FOB)		
Dubai	\$154.00-8.200 +	-
Brent Blend (dated)	\$169.85-8.76 +	-
WTI (midwest) (May)	\$169.50-8.90 +	-
WTI (1 pm end)	\$161.31-1.100 +	-
Oil products (NWE prompt delivery per tonne CIF)		
Petroleum Gasoline	\$242-244	-
Gas Oil	\$170-177	-
Heavy Fuel Oil	\$232-272	-
Naphtha	\$180-189	-
Petroleum Argus Estimates		
Gulf		+
Oilcr (new tray c&f)	\$382.16	-
Lead (new tray c&f)	\$82.50	-
Platinum (per tray oz)	\$401.5	-
Palladium (per tray oz)	\$95.0	-
Aluminium (five market)	1100s	-
Copper (US Producer)	1425	-
Lead	\$46	-
Nickel (new market)	419c	-
Tin (Kuala Lumpur market)	14,78r	-
Zinc (London market)	86c	-
Zinc (US Prime Western)	80c	-
Cattle (live weight)	111.47r	-1
Sheep (dead weight)	103.80r	-1
Pigs (live weight)	86.39r	-1
London daily sugar	\$226.4	-
London daily sugar (white)	\$226.5	-
Texas Cattle	\$225.5	-
Brazil (English less)	1124	-
Morice (US No. 3 yellow)	\$178.5	-
Wheat (US Dark Northern)	137	-
Rubber (May/J)	\$0.78r	-
Rubber (June/J)	\$1.50r	-
Rubber (LX RSS No. 1 A10)	\$25.50r	-
Coconut oil (Philippines)	\$31r	-
palm oil (Malaysia)	\$17.5	-
Cocoa (Philippines)	\$220q	-
Soyabean (RS)	\$153.5	-
Wool (New Zealand)	\$3.40r	-
Woolfibre (4S Super)	\$4.00r	-

Q-London physical market. SCIF Rotterdam

in contracts

However, this was largely because the 1968-69 drought in North America, and the mild drought in Europe, and dumping of surplus EC produce abroad. The dumping was one of the main reasons behind the Uruguay Round of the Agreement on Tariffs and Trade (GATT) summit on the Uruguay Round last December. Since then, it has become

all farmers' unions, backed only by the political right in the United States, and of course, the Commission.

Even the Commission, however, has not spoken in unison: its president, Mr Jacques Delors, has been quoted as saying that he would support MacBride in his wish to raise the guideline only after some ceremony. Finance ministers, meeting in Luxembourg on

WORLD COMMODITIES PRICES				
(Prices supplied by Amalgamated Metal Trading)				
	High/Low	AMM Official	Karb close	Open Interest
Aluminum				
	1404/1408		1419.0	95,000 lots
	1407/1414			
Total daily turnover 25,110 lots				
Steel				
	1399/1392	1399.0		
	1390/1394	1393.0		
Total daily turnover 3,182 lots				
Steel coils				
	942.5/957	946.5-1	948.0	14,800 lots
		951.5-1.5		
Total daily turnover 1,391 lots				
Iron				
	9040/9030	9030-0	9030.00	6,887 lots
	9010/9020	9020-1		
Total daily turnover 1,167 lots				
Lead				
	5890/5905	5905-7	5919.0	5,445 lots
		5906.0		
Total daily turnover 5,057 lots				
Mercury				
	1991/1295	1298/8	1298.0	4,594 lots
	1297/1305	1298.0		
Oil				
	1404/1408		1419.0	95,000 lots
	1407/1414			
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Steel coils				
	942.5/957	946.5-1	948.0	14,800 lots
		951.5-1.5		
Total				

Revenue	May	676	674	690	539
	Jun	648	642	677	605
	Jul	695	694	686	669
	Aug	695	694	686	669
	Sep	728	728	728	718
	Oct	728	728	728	718
	Nov	728	728	728	718
	Dec	728	728	728	718
	Jan	728	728	728	718
	Feb	728	728	728	718
	Mar	728	728	728	718
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	Nov	728	728	728	718
	Dec	728	728	728	718
	Jan	728	728	728	718
	Feb	728	728	728	718
	Mar	728	728	728	718
	Apr	728	728	728	718
	May	728	728	728	718

[illegible]

intervention prices would be set at 47 per cent of the world market price for feed grains. This would allow compensation for small farmers and partial refund to big grain producers, the main beneficiaries of the baling farm buffer, and would not affect feed grain production. Compensation would be gauged on land area and previous, regional average yield, not — as in the US and Canada — on the acreage of the farmer.

F00K		C00000		C00000 (L) 42,000 US gals. (barnes)			C00000	
Previous		High/Low		Lastest		Previous		
10.50	100.80	107.50	107.50	May	21.15	21.80	21.80	
10.50	100.80	108.00	108.00	Jun	21.01	21.00	21.00	
1.35	112.70	112.40	112.40	Jul	20.98	20.45	20.90	
1.40	116.00	114.50	114.50	Aug	20.10	20.19	20.42	
1.45	116.00	116.00	116.00	Sep	20.80	20.80	20.50	
1.50	109.70	109.70	109.70	Oct	19.82	19.88	20.01	
1.50	109.70	109.70	109.70	Nov	19.74	19.88	20.00	
1.50	109.70	109.70	109.70	Dec	19.74	19.88	20.74	
C00000 (L) 42,000 US gals. (barnes)				C00000 (L) 42,000 US gals. (barnes)				
Previous		High/Low		Lastest		Previous		
10.50	117.80	116.70	116.70	May	20.80	20.80	20.80	
11.00	114.85	114.85	114.85	Jun	20.80	20.80	20.80	
11.00	117.70	117.70	117.70	Jul	20.80	20.80	20.80	
(B18), Buryer 65 (B18)				(B18), Buryer 65 (B18)				
Previous		High/Low		Lastest		Previous		
10.50	111.5	111.5	111.5	May	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Jun	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Jul	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Aug	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Sep	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Oct	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Nov	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Dec	20.80	20.80	20.80	
C00000 (L) 42,000 US gals. (barnes)				C00000 (L) 42,000 US gals. (barnes)				
Previous		High/Low		Lastest		Previous		
10.50	111.5	111.5	111.5	May	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Jun	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Jul	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Aug	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Sep	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Oct	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Nov	20.80	20.80	20.80	
10.50	111.5	111.5	111.5	Dec	20.80	20.80	20.80	

[illegible]

108.19	109.00	cabbage at 20-30¢ a lb (20-30¢), potatoes at 8-15¢ a lb (8-15¢) and English onions at 15-30¢ a lb (15-30¢) are plentiful. The recent mild weather has meant that supplies of lettuce, tomatoes and cucumber are excellent. Round lettuce is great value at 20-30¢ each (30-40¢) and leeks are 30-50¢
108.00	107.50	
0	0	
107.20	108.50	
105.50	106.20	
0	0	
105.80	106.10	

sherry proposals, it remains a reasonable bet that, in the end, France will pragmatically add up the pluses and minuses of a plan it will seek to modify in its own interests.

However, "the end" does not look high. To get to it will surely require political will from the EC's leaders which they have never before shown on an issue most, if not all, have preferred to ignore.

[illegible]

	Price	Previous	High/Low
100 lbs milk combs/500 bushels			
7.0	175.1	178.8	175.8
7.9	177.0	178.3	176.9
8.0	178.0	179.3	178.0
8.5	181.9	185.6	182.9
9.0	185.8	189.4	186.9
9.5	189.6	193.3	188.9
100 lbs milk combs/500 bushels			
7.0	259.0	269.2	254.4
7.9	264.2	269.2	261.4
8.0	264.2	269.2	269.0
8.5	268.0	269.0	268.7
9.0	271.4	271.0	269.2
9.5	274.0	271.4	274.4
100 lbs milk combs/500 bushels			
8.0	293.4	298.0	294.4
8.5	296.0	298.0	297.4
9.0	302.2	307.4	303.0
9.5	318.4	320.4	318.0
10.0	334.2	339.4	335.0
10.5	337.6	0	0
1.00 lb 40,000 lbs combs/lbs			
7.0	61.05	61.85	61.10
7.5	77.27	77.32	76.15
8.0	76.17	76.20	74.77
8.5	76.98	76.72	76.99
9.0	76.55	76.50	76.55
9.5	76.47	76.35	76.30
10.0	76.70	76.60	76.75
50,000 lbs combs/lbs			
8.0	52.45	52.02	52.05
8.5	53.70	57.12	56.25
9.0	56.97	56.27	56.75
9.5	56.85	56.55	56.95
10.0	48.46	46.75	46.50

Line	Previous	High/Low	
20	62.65	63.90	62.20
25	60.87	61.90	60.30
27	59.12	60.10	57.65
30	60.00	61.70	

[illegible]

CANADIANS

Energy Corp.	16 1/2			
Harbort Res.	117 1/2	+4		0.3
Imperial Ind.	10 1/2			4.1
Scot. 1st	72 1/2		\$1.00	4.0
Scot. 2nd	72 1/2		\$1.00	4.0
Scot. 3rd	72 1/2		\$1.00	4.0
Scot. 4th	72 1/2		\$1.00	4.0
Scot. 5th	72 1/2		\$1.00	4.0
Scot. 6th	72 1/2		\$1.00	4.0
Scot. 7th	72 1/2		\$1.00	4.0
Scot. 8th	72 1/2		\$1.00	4.0
Scot. 9th	72 1/2		\$1.00	4.0
Scot. 10th	72 1/2		\$1.00	4.0
Scot. 11th	72 1/2		\$1.00	4.0
Scot. 12th	72 1/2		\$1.00	4.0
Scot. 13th	72 1/2		\$1.00	4.0
Scot. 14th	72 1/2		\$1.00	4.0
Scot. 15th	72 1/2		\$1.00	4.0
Scot. 16th	72 1/2		\$1.00	4.0
Scot. 17th	72 1/2		\$1.00	4.0
Scot. 18th	72 1/2		\$1.00	4.0
Scot. 19th	72 1/2		\$1.00	4.0
Scot. 20th	72 1/2		\$1.00	4.0
Scot. 21st	72 1/2		\$1.00	4.0
Scot. 22nd	72 1/2		\$1.00	4.0
Scot. 23rd	72 1/2		\$1.00	4.0
Scot. 24th	72 1/2		\$1.00	4.0
Scot. 25th	72 1/2		\$1.00	4.0
Scot. 26th	72 1/2		\$1.00	4.0
Scot. 27th	72 1/2		\$1.00	4.0
Scot. 28th	72 1/2		\$1.00	4.0
Scot. 29th	72 1/2		\$1.00	4.0
Scot. 30th	72 1/2		\$1.00	4.0
Scot. 31st	72 1/2		\$1.00	4.0
Scot. 32nd	72 1/2		\$1.00	4.0
Scot. 33rd	72 1/2		\$1.00	4.0
Scot. 34th	72 1/2		\$1.00	4.0
Scot. 35th	72 1/2		\$1.00	4.0
Scot. 36th	72 1/2		\$1.00	4.0
Scot. 37th	72 1/2		\$1.00	4.0
Scot. 38th	72 1/2		\$1.00	4.0
Scot. 39th	72 1/2		\$1.00	4.0
Scot. 40th	72 1/2		\$1.00	4.0
Scot. 41st	72 1/2		\$1.00	4.0
Scot. 42nd	72 1/2		\$1.00	4.0
Scot. 43rd	72 1/2		\$1.00	4.0
Scot. 44th	72 1/2		\$1.00	4.0
Scot. 45th	72 1/2		\$1.00	4.0
Scot. 46th	72 1/2		\$1.00	4.0
Scot. 47th	72 1/2		\$1.00	4.0
Scot. 48th	72 1/2		\$1.00	4.0
Scot. 49th	72 1/2		\$1.00	4.0
Scot. 50th	72 1/2		\$1.00	4.0
Scot. 51st	72 1/2		\$1.00	4.0
Scot. 52nd	72 1/2		\$1.00	4.0
Scot. 53rd	72 1/2		\$1.00	4.0
Scot. 54th	72 1/2		\$1.00	4.0
Scot. 55th	72 1/2		\$1.00	4.0
Scot. 56th	72 1/2		\$1.00	4.0
Scot. 57th	72 1/2		\$1.00	4.0
Scot. 58th	72 1/2		\$1.00	4.0
Scot. 59th	72 1/2		\$1.00	4.0
Scot. 60th	72 1/2		\$1.00	4.0
Scot. 61st	72 1/2		\$1.00	4.0
Scot. 62nd	72 1/2		\$1.00	4.0
Scot. 63rd	72 1/2		\$1.00	4.0
Scot. 64th	72 1/2		\$1.00	4.0
Scot. 65th	72 1/2		\$1.00	4.0
Scot. 66th	72 1/2		\$1.00	4.0
Scot. 67th	72 1/2		\$1.00	4.0
Scot. 68th	72 1/2		\$1.00	4.0
Scot. 69th	72 1/2		\$1.00	4.0
Scot. 70th	72 1/2		\$1.00	4.0
Scot. 71st	72 1/2			

LONDON SHARE SERVICE

BANKS, HP & LEASING									
1099	1100	1101	1102	1103	1104	1105	1106	1107	1108
1109	1110	1111	1112	1113	1114	1115	1116	1117	1118
1119	1120	1121	1122	1123	1124	1125	1126	1127	1128
1129	1130	1131	1132	1133	1134	1135	1136	1137	1138
1139	1140	1141	1142	1143	1144	1145	1146	1147	1148
1149	1150	1151	1152	1153	1154	1155	1156	1157	1158
1159	1160	1161	1162	1163	1164	1165	1166	1167	1168
1169	1170	1171	1172	1173	1174	1175	1176	1177	1178
1179	1180	1181	1182	1183	1184	1185	1186	1187	1188
1189	1190	1191	1192	1193	1194	1195	1196	1197	1198
1199	1200	1201	1202	1203	1204	1205	1206	1207	1208
1209	1210	1211	1212	1213	1214	1215	1216	1217	1218
1219	1220	1221	1222	1223	1224	1225	1226	1227	1228
1229	1230	1231	1232	1233	1234	1235	1236	1237	1238
1239	1240	1241	1242	1243	1244	1245	1246	1247	1248
1249	1250	1251	1252	1253	1254	1255	1256	1257	1258
1259	1260	1261	1262	1263	1264	1265	1266	1267	1268
1269	1270	1271	1272	1273	1274	1275	1276	1277	1278
1279	1280	1281	1282	1283	1284	1285	1286	1287	1288
1289	1290	1291	1292	1293	1294	1295	1296	1297	1298
1299	1300	1301	1302	1303	1304	1305	1306	1307	1308
1309	1310	1311	1312	1313	1314	1315	1316	1317	1318
1319	1320	1321	1322	1323	1324	1325	1326	1327	1328
1329	1330	1331	1332	1333	1334	1335	1336	1337	1338
1339	1340	1341	1342	1343	1344	1345	1346	1347	1348
1349	1350	1351	1352	1353	1354	1355	1356	1357	1358
1359	1360	1361	1362	1363	1364	1365	1366	1367	1368
1369	1370	1371	1372	1373	1374	1375	1376	1377	1378
1379	1380	1381	1382	1383	1384	1385	1386	1387	1388
1389	1390	1391	1392	1393	1394	1395	1396	1397	1398
1399	1400	1401	1402	1403	1404	1405	1406	1407	1408
1409	1410	1411	1412	1413	1414	1415	1416	1417	1418
1419	1420	1421	1422	1423	1424	1425	1426	1427	1428
1429	1430	1431	1432	1433	1434	1435	1436	1437	1438
1439	1440	1441	1442	1443	1444	1445	1446	1447	1448
1449	1450	1451	1452	1453	1454	1455	1456	1457	1458
1459	1460	1461	1462	1463	1464	1465	1466	1467	1468
1469	1470	1471	1472	1473	1474	1475	1476	1477	1478
1479	1480	1481	1482	1483	1484	1485	1486	1487	1488
1489	1490	1491	1492	1493	1494	1495	1496	1497	1498
1499	1500	1501	1502	1503	1504	1505	1506	1507	1508
1509	1510	1511	1512	1513	1514	1515	1516	1517	1518
1519	1520	1521	1522	1523	1524	1525	1526	1527	1528
1529	1530	1531	1532	1533	1534	1535	1536	1537	1538
1539	1540	1541	1542	1543	1544	1545	1546	1547	1548
1549	1550	1551	1552	1553	1554	1555	1556	1557	1558
1559	1560	1561	1562	1563	1564	1565	1566	1567	1568
1569	1570	1571	1572	1573	1574	1575	1576	1577	1578
1579	1580	1581	1582	1583	1584	1585	1586	1587	1588
1589	1590	1591	1592	1593	1594	1595	1596	1597	1598
1599	1600	1601	1602	1603	1604	1605	1606	1607	1608
1609	1610	1611	1612	1613	1614	1615	1616	1617	1618
1619	1620	1621	1622	1623	1624	1625	1626	1627	1628
1629	1630	1631	1632	1633	1634	1635	1636	1637	1638
1639	1640	1641	1642	1643	1644	1645	1646	1647	1648
1649	1650	1651	1652	1653	1654	1655	1656	1657	1658
1659	1660	1661	1662	1663	1664	1665	1666	1667	1668
1669	1670	1671	1672	1673	1674	1675	1676	1677	1678
1679	1680	1681	1682	1683	1684	1685	1686	1687	1688
1689	1690	1691	1692	1693	1694	1695	1696	1697	1698
1699	1700	1701	1702	1703	1704	1705	1706	1707	1708
1709	1710	1711	1712	1713	1714	1715	1716	1717	1718
1719	1720	1721	1722	1723	1724	1725	1726	1727	1728
1729	1730	1731	1732	1733	1734	1735	1736	1737	1738
1739	1740	1741	1742	1743	1744	1745	1746	1747	1748
1749	1750	1751	1752	1753	1754	1755	1756	1757	1758
1759	1760	1761	1762	1763	1764	1765	1766	1767	1768
1769	1770	1771	1772	1773	1774	1775	1776	1777	1778
1779	1780	1781	1782	1783	1784	1785	1786	1787	1788
1789	1790	1791	1792	1793	1794	1795	1796	1797	1798
1799	1800	1801	1802	1803	1804	1805	1806	1807	1808
1809	1810	1811	1812	1813	1814	1815	1816	1817	1818
1819	1820	1821	1822	1823	1824	1825	1826	1827	1828
1829	1830	1831	1832	1833	1834	1835	1836	1837	1838
1839	1840	1841	1842	1843	1844	1845	1846	1847	1848
1849	1850	1851	1852	1853	1854	1855	1856	1857	1858
1859	1860	1861	1862	1863	1864	1865	1866	1867	1868
1869	1870	1871	1872	1873	1874	1875	1876	1877	1878
1879	1880	1881	1882	1883	1884	1885	1886	1887	1888
1889	1890	1891	1892	1893	1894	1895	1896	1897	1898
1899	1900	1901	1902	1903	1904	1905	1906	1907	1908
1909	1910	1911	1912	1913	1914	1915	1916	1917	1918
1919	1920	1921	1922	1923	1924	1925	1926	1927	1928
1929	1930	1931	1932	1933	1934	1935	1936	1937	1938
1939	1940	1941	1942	1943	1944	1945	1946	1947	1948
1949	1950	1951	1952	1953	1954	1955	1956	1957	1958
1959	1960	1961	1962	1963	1964	1965	1966	1967	1968
1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
2029	2030	2031	2032	2033	2034	2035	2036	2037	2038
2039	2040	2041	2042	2043	2044	2045	2046	2047	2048
2049	2050	2051	2052	2053	2054	2055	2056	2057	2058
2059	2060	2061	2062	2063	2064	2065	2066	2067	2068
2069	2070	2071	2072	2073	2074	2075	2076	2077	2078
2079	2080	2081	2082	2083	2084	2085	2086	2087	2088
2089	2090	2091	2092	2093	2094	2095	2096	2097	2098
2099	2100	2101	2102	2103	2104	2105	2106	2107	2108
2109	2110	2111	2112	2113	2114	2115	2116	2117	2118
2119	2120	2121	2122	2123	2124	2125	2126	2127	2128
2129	2130	2131	2132	2133	2134	2135	2136	2137	2138
2139	2140	2141	2142	2143	2144	2145	2146	2147	2148
2149	2150	2151	2152	2153	2154	2155	2156	2157	2158
2159	2160	2161	2162	2163	2164	2165	2166	2167	2168
2169	2170	2171	2172	2173	2174	2175	2176	2177	2178
2179	2180	2181	2182	2183	2184	2185	2186	2187	2188
2189	2190	2191	2192	2193	2194	2195	2196	2197	2198
2199	2200	2201	2202	2203	2204	2205	2206	2207	2208
2209	2210	2211	2212	2213	2214	2215	2216	2217	2218
2219	2220	2221	2222	2223	2224	2225	2226	2227	2228
2229	2230	2231	2232	2233	2234	2235	2236	2237	2238
2239	2240	2241	2242	2243	2244	2245	2246	2247	2248
2249	2250	2251	2252	2253	2254	2255	2256	2257	2258
2259	2260	2261	2262	2263	2264	2265	2266	2267	2268
2269	2270	2271	2272	2273	2274	2275	2276	2277	2278
2279	2280	2281	2282	2283	2284	2285	2286	2287	2288
2289	2290	2291	2292	2293	2294	2295	2296	2297	2298
2299	2300	2301	2302	2303	2304	2305	2306	2307	2308
2309	2310	2311	2312	2313	2314	2315	2316	2317	2318
2319	2320	2321	2322	2323	2324	2325	2326	2327	2328
2329	2330	2331	2332	2333	2334	2335	2336	2337	2338
2339	2340	2341	2342	2343	2344	2345	2346	2347	2348
2349	2350	2351	2352	2353	2354	2355			

Unit Trust prices are available on FT Cityline. Calls charged at 45p per minute peak and 34p off peak, inc VAT. your free Unit Trust Code Booklet ring (071) 826-2126

Lat	Long.	Est	Offer + or Yield
Name	Price	Price	Price

Abbey Unit Tst Mins (2000)H

[illegible]

	1991	1990	1989	1988	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1834	1833	1832	1831	1830	1829	1828	1827	1826	1825	1824	1823	1822	1821	1820	1819	1818	1817	1816	1815	1814	1813	1812	1811	1810	1809	1808	1807	1806	1805	1804	1803	1802	1801	1800	1799	1798	1797	1796	1795	1794	1793	1792	1791	1790	1789	1788	1787	1786	1785	1784	1783	1782	1781	1780	1779	1778	1777	1776	1775	1774	1773	1772	1771	1770	1769	1768	1767	1766	1765	1764	1763	1762	1761	1760	1759	1758	1757	1756	1755	1754	1753	1752	1751	1750	1749	1748	1747	1746	1745	1744	1743	1742	1741	1740	1739	1738	1737	1736	1735	1734	1733	1732	1731	1730	1729	1728	1727	1726	1725	1724	1723	1722	1721	1720	1719	1718	1717	1716	1715	1714	1713	1712	1711	1710	1709	1708	1707	1706	1705	1704	1703	1702	1701	1700	1699	1698	1697	1696	1695	1694	1693	1692	1691	1690	1689	1688	1687	1686	1685	1684	1683	1682	1681	1680	1679	1678	1677	1676	1675	1674	1673	1672	1671	1670	1669	1668	1667	1666	1665	1664	1663	1662	1661	1660	1659	1658	1657	1656	1655	1654	1653	1652	1651	1650	1649	1648	1647	1646	1645	1644	1643	1642	1641	1640	1639	1638	1637	1636	1635	1634	1633	1632	1631	1630	1629	1628	1627	1626	1625	1624	1623	1622	1621	1620	1619	1618	1617	1616	1615	1614	1613	1612	1611	1610	1609	1608	1607	1606	1605	1604	1603	1602	1601	1600	1599	1598	1597	1596	1595	1594	1593	1592	1591	1590	1589	1588	1587	1586	1585	1584	1583	1582	1581	1580	1579	1578	1577	1576	1575	1574	1573	1572	1571	1570	1569	1568	1567	1566	1565	1564	1563	1562	1561	1560	1559	1558	1557	1556	1555	1554	1553	1552	1551	1550	1549	1548	1547	1546	1545	1544	1543	1542	1541	1540	1539	1538	1537	1536	1535	1534	1533	1532	1531	1530	1529	1528	1527	1526	1525	1524	1523	1522	1521	1520	1519	1518	1517	1516	1515	1514	1513	1512	1511	1510	1509	1508	1507	1506	1505	1504	1503	1502	1501	1500	1499	1498	1497	1496	1495	1494	1493	1492	1491	1490	1489	1488	1487	1486	1485	1484	1483	1482	1481	1480	1479	1478	1477	1476	1475	1474	1473	1472	1471	1470	1469	1468	1467	1466	1465	1464	1463	1462	1461	1460	1459	1458	1457	1456	1455	1454	1453	1452	1451	1450	1449	1448	1447	1446	1445	1444	1443	1442	1441	1440	1439	1438	1437	1436	1435	1434	1433	1432	1431	1430	1429	1428	1427	1426	1425	1424	1423	1422	1421	1420	1419	1418	1417	1416	1415	1414	1413	1412	1411	1410	1409	1408	1407	1406	1405	1404	1403	1402	1401	1400	1399	1398	1397	1396	1395	1394	1393	1392	1391	1390	1389	1388	1387	1386	1385	1384	1383	1382	1381	1380	1379	1378	1377	1376	1375	1374	1373	1372	1371	1370	1369	1368	1367	1366	1365	1364	1363	1362	1361	1360	1359	1358	1357	1356	1355	1354	1353	1352	1351	1350	1349	1348	1347	1346	1345	1344	1343	1342	1341	1340	1339	1338	1337	1336	1335	1334	1333	1332	1331	1330	1329	1328	1327	1326	1325	1324	1323	1322	1321	1320	1319	1318	1317	1316	1315	1314	1313	1312	1311	1310	1309	1308	1307	1306	1305	1304	1303	1302	1301	1300	1299	1298	1297	1296	1295	1294	1293	1292	1291	1290	1289	1288	1287	1286	1285	1284	1283	1282	1281	1280	1279	1278	1277	1276	1275	1274	1273	1272	1271	1270	1269	1268	1267	1266	1265	1264	1263	1262	1261	1260	1259	1258	1257	1256	1255	1254	1253	1252	1251	1250	1249	1248	1247	1246	1245	1244	1243	1242	1241	1240	1239	1238	1237	1236	1235	1234	1233	1232	1231	1230	1229	1228	1227	1226	1225	1224	1223	1222	1221	1220	1219	1218	1217	1216	1215	1214	1213	1212	1211	1210	1209	1208	1207	1206	1205	1204	1203	1202	1201	1200	1199	1198	1197	1196	1195	1194	1193	1192	1191	1190	1189	1188	1187	1186	1185	1184	1183	1182	1181	1180	1179	1178	1177	1176	1175	1174	1173	1172	1171	1170	1169	1168	1167	1166	1165	1164	1163	1162	1161	1160	1159	1158	1157	1156	1155	1154	1153	1152	1151	1150	1149	1148	1147	1146	1145	1144	1143	1142	1141	1140	1139	1138	1137	1136	1135	1134	1133	1132	1131	1130	1129	1128	1127	1126	1125	1124	1123	1122	1121	1120	1119	1118	1117	1116	1115	1114	1113	1112	1111	1110	1109	1108	1107	1106	1105	1104	1103	1102	1101	1100	1099	1098	1097	1096	1095	1094	1093	1092	1091	1090	1089	1088	1087	1086	1085	1084	1083	1082	1081	1080	1079	1078	1077	1076	1075	1074	1073	1072	1071	1070	1069	1068	1067	1066	1065	1064	1063	1062	1061	1060	1059	1058	1057	1056	1055	1054	1053	1052	1051	1050	1049	1048	1047	1046	1045	1044	1043	1042	1041	1040	1039	1038	1037	1036	1035	1034	1033	1032	1031	1030	1029	1028	1027	1026	1025	1024	1023	1022	1021	1020	1019	1018	1017	1016	1015	1014	1013	1012	1011	1010	1009	1008	1007	1006	1005	1004	1003	1002	1001	1000	999	998	997	996	995	994	993	992	991	990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[illegible][illegible][illegible]

Unit	Share Price	Dividend	Yield	Capital
1111	1.11	0.11	10.00%	1000000
1112	1.12	0.12	10.71%	1000000
1113	1.13	0.13	11.43%	1000000
1114	1.14	0.14	12.28%	1000000
1115	1.15	0.15	13.04%	1000000
1116	1.16	0.16	13.79%	1000000
1117	1.17	0.17	14.53%	1000000
1118	1.18	0.18	15.25%	1000000
1119	1.19	0.19	15.97%	1000000
1120	1.20	0.20	16.67%	1000000
1121	1.21	0.21	17.36%	1000000
1122	1.22	0.22	18.03%	1000000
1123	1.23	0.23	18.69%	1000000
1124	1.24	0.24	19.35%	1000000
1125	1.25	0.25	20.00%	1000000
1126	1.26	0.26	20.63%	1000000
1127	1.27	0.27	21.26%	1000000
1128	1.28	0.28	21.88%	1000000
1129	1.29	0.29	22.49%	1000000
1130	1.30	0.30	23.08%	1000000
1131	1.31	0.31	23.66%	1000000
1132	1.32	0.32	24.23%	1000000
1133	1.33	0.33	24.81%	1000000
1134	1.34	0.34	25.37%	1000000
1135	1.35	0.35	25.93%	1000000
1136	1.36	0.36	26.47%	1000000
1137	1.37	0.37	27.01%	1000000
1138	1.38	0.38	27.54%	1000000
1139	1.39	0.39	28.07%	1000000
1140	1.40	0.40	28.57%	1000000
1141	1.41	0.41	29.07%	1000000
1142	1.42	0.42	29.57%	1000000
1143	1.43	0.43	30.06%	1000000
1144	1.44	0.44	30.56%	1000000
1145	1.45	0.45	31.03%	1000000
1146	1.46	0.46	31.51%	1000000
1147	1.47	0.47	31.98%	1000000
1148	1.48	0.48	32.44%	1000000
1149	1.49	0.49	32.90%	1000000
1150	1.50	0.50	33.33%	1000000
1151	1.51	0.51	33.77%	1000000
1152	1.52	0.52	34.21%	1000000
1153	1.53	0.53	34.63%	1000000
1154	1.54	0.54	35.06%	1000000
1155	1.55	0.55	35.48%	1000000
1156	1.56	0.56	35.90%	1000000
1157	1.57	0.57	36.31%	1000000
1158	1.58	0.58	36.72%	1000000
1159	1.59	0.59	37.13%	1000000
1160	1.60	0.60	37.50%	1000000
1161	1.61	0.61	37.88%	1000000
1162	1.62	0.62	38.26%	1000000
1163	1.63	0.63	38.63%	1000000
1164	1.64	0.64	39.00%	1000000
1165	1.65	0.65	39.37%	1000000
1166	1.66	0.66	39.73%	1000000
1167	1.67	0.67	40.09%	1000000
1168	1.68	0.68	40.45%	1000000
1169	1.69	0.69	40.80%	1000000
1170	1.70	0.70	41.18%	1000000
1171	1.71	0.71	41.53%	1000000
1172	1.72	0.72	41.88%	1000000
1173	1.73	0.73	42.23%	1000000
1174	1.74	0.74	42.57%	1000000
1175	1.75	0.75	42.91%	1000000
1176	1.76	0.76	43.25%	1000000
1177	1.77	0.77	43.58%	1000000
1178	1.78	0.78	43.91%	1000000
1179	1.79	0.79	44.23%	1000000
1180	1.80	0.80	44.55%	1000000
1181	1.81	0.81	44.87%	1000000
1182	1.82	0.82	45.19%	1000000
1183	1.83	0.83	45.50%	1000000
1184	1.84	0.84	45.81%	1000000
1185	1.85	0.85	46.13%	1000000
1186	1.86	0.86	46.45%	1000000
1187	1.87	0.87	46.77%	1000000
1188	1.88	0.88	47.09%	1000000
1189	1.89	0.89	47.41%	1000000
1190	1.90	0.90	47.73%	1000000
1191	1.91	0.91	48.05%	1000000
1192	1.92	0.92	48.37%	1000000
1193	1.93	0.93	48.69%	1000000
1194	1.94	0.94	49.01%	1000000
1195	1.95	0.95	49.33%	1000000
1196	1.96	0.96	49.65%	1000000
1197	1.97	0.97	49.97%	1000000
1198	1.98	0.98	50.29%	1000000
1199	1.99	0.99	50.61%	1000000
1200	2.00	1.00	50.93%	1000000
1201	2.01	1.01	51.25%	1000000
1202	2.02	1.02	51.57%	1000000
1203	2.03	1.03	51.89%	1000000
1204	2.04	1.04	52.21%	1000000
1205	2.05	1.05	52.53%	1000000
1206	2.06	1.06	52.85%	1000000
1207	2.07	1.07	53.17%	1000000
1208	2.08	1.08	53.49%	1000000
1209	2.09	1.09	53.81%	1000000
1210	2.10	1.10	54.13%	1000000
1211	2.11	1.11	54.45%	1000000
1212	2.12	1.12	54.77%	1000000
1213	2.13	1.13	55.09%	1000000
1214	2.14	1.14	55.41%	1000000
1215	2.15	1.15	55.73%	1000000
1216	2.16	1.16	56.05%	1000000
1217	2.17	1.17	56.37%	1000000
1218	2.18	1.18	56.69%	1000000
1219	2.19	1.19	57.01%	1000000
1220	2.20	1.20	57.33%	1000000
1221	2.21	1.21	57.65%	1000000
1222	2.22	1.22	57.97%	1000000
1223	2.23	1.23	58.29%	1000000
1224	2.24	1.24	58.61%	1000000
1225	2.25	1.25	58.93%	1000000
1226	2.26	1.26	59.25%	1000000
1227	2.27	1.27	59.57%	1000000
1228	2.28	1.28	59.89%	1000000
1229	2.29	1.29	60.21%	1000000
1230	2.30	1.30	60.53%	1000000
1231	2.31	1.31	60.85%	1000000
1232	2.32	1.32	61.17%	1000000
1233	2.33	1.33	61.49%	1000000
1234	2.34	1.34	61.81%	1000000
1235	2.35	1.35	62.13%	1000000
1236	2.36	1.36	62.45%	1000000
1237	2.37	1.37	62.77%	1000000
1238	2.38	1.38	63.09%	1000000
1239	2.39	1.39	63.41%	1000000
1240	2.40	1.40	63.73%	1000000
1241	2.41	1.41	64.05%	1000000
1242	2.42	1.42	64.37%	1000000
1243	2.43	1.43	64.69%	1000000
1244	2.44	1.44	65.01%	1000000
1245	2.45	1.45	65.33%	1000000
1246	2.46	1.46	65.65%	1000000
1247	2.47	1.47	65.97%	1000000
1248	2.48	1.48	66.29%	1000000
1249	2.49	1.49	66.61%	1000000
1250	2.50	1.50	66.93%	1000000
1251	2.51	1.51	67.25%	1000000
1252	2.52	1.52	67.57%	1000000
1253	2.53	1.53	67.89%	1000000
1254	2.54	1.54	68.21%	1000000
1255	2.55	1.55	68.53%	1000000
1256	2.56	1.56	68.85%	1000000
1257	2.57	1.57	69.17%	1000000
1258	2.58	1.58	69.49%	1000000
1259	2.59	1.59	69.81%	1000000
1260	2.60	1.60	70.13%	1000000
1261	2.61	1.61	70.45%	1000000
1262	2.62	1.62	70.77%	1000000
1263	2.63	1.63	71.09%	1000000
1264	2.64	1.64	71.41%	1000000
1265	2.65	1.65	71.73%	1000000
1266	2.66	1.66	72.05%	1000000
1267	2.67	1.67	72.37%	1000000
1268	2.68	1.68	72.69%	1000000
1269	2.69	1.69	73.01%	1000000
1270	2.70	1.70	73.33%	1000000
1271	2.71	1.71	73.65%	1000000
1272	2.72	1.72	73.97%	1000000
1273	2.73	1.73	74.29%	1000000
1274	2.74	1.74	74.61%	1000000
1275	2.75	1.75	74.93%	1000000
1276	2.76	1.76	75.25%	1000000
1277	2.77	1.77	75.57%	1000000
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1300	3.00	2.00	82.93%	1000000
1301	3.01	2.01	83.25%	1000000
1302	3.02	2.02	83.57%	1000000
1303	3.03	2.03	83.89%	1000000
1304	3.04	2.04	84.21%	1000000
1305	3.05	2.05	84.53%	1000000
1306	3.06	2.06	84.85%	1000000
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1309	3.09	2.09	85.81%	1000000
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1311	3.11	2.11	86.45%	1000000
1312	3.12	2.12	86.77%	1000000
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1331	3.31	2.31	92.85%	1000000
1332	3.32	2.32	93.17%	1000000
1333	3.33	2.33	93.49%	1000000
1334	3.34	2.34	93.81%	1000000
1335	3.35	2.35	94.13%	1000000
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1337	3.37	2.37	94.77%	1000000
1338	3.38	2.38	95.09%	1000000
1339	3.39	2.39	95.41%	1000000
1340	3.40	2.40	95.73%	1000000
1341	3.41	2.41	96.05%	1000000
1342	3.42	2.42	96.37%	1000000
1343	3.43	2.43	96.69%	1000000</

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Compiled with **THE ASSOCIATION OF LAURO**

CANCELLATION PRICE: The minimum redemption price. The maximum spread between the offer and fair prices is determined by a formula laid down by the government. In practice, most small investments qualify a much narrower spread. As a result, the offer price often shows the true cancellation price. However, the fair price might be moved to the cancellation price by the manager at any time, usually in circumstances in which liquidity is low.

183 New Oxford Street, London WC1A 1QH
Tel: 071-379-8444.

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WORLD STOCK MARKETS

[illegible]**CANADA**[illegible]

INDICES

NEW YORK										APR. 9				APR. 8				APR. 7				APR. 6				APR. 5				APR. 4				APR. 3				APR. 2				APR. 1				1981																			
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ALUMINUM										104.3				104.6				104.1				104.8				104.5				104.2				103.9				103.6				103.3				103.0				102.7				102.4				102.1				101.8			
ALUMINUM										104.3				104.6				104.1				104.8				104.5				104.2				103.9				103.6				103.3				103.0				102.7				102.4				102.1				101.8			
ALUMINUM										104.3				104.6				104.1				104.8				104.5				104.2				103.9				103.6				103.3				103.0				102.7				102.4				102.1				101.8			
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POLAND

The FT prop[redacted] to publish this survey on
May 3rd 1991.
 58% of Chief Executives of Europe's largest
 companies read the FT . If you want to reach this
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 071 873 3426 or Fax: 071 873 3079 or Nina
 Kowalewska, Wa[redacted]w. Poland. Tel (22) 489787.

FT SURVEYS

A clear strategy:

High investments in tangible and financial assets.

Total investments in 1990 over DM 2.7 billion

VAG
AKTIENGESELLSCHAFT
Georg-von-Bosseler-Str. 25
D-5300 Bonn 1

Georg-v-Boeselager- 25
D-5300 Bonn 1

هذا هو الأصل

NASDAQ NATIONAL MARKET

NASDAQ NATIONAL AVERAGE											
Stock	P/	High	Low	Last	Chng	Stock	P/	High	Low	Last	Chng
div. 0	E					div. 0	E				
1000	24.0	73.5	68.7	71.1	+0.4	1000	25	32	30.4	31.4	+1.0

[illegible]3:00 pm ~~_____~~ April 1[illegible]

The FT proposes to publish this survey on 26th April 1991. It will be of particular interest to the 130,000 directors and managers who are regular FT readers. If you want to reach this important audience, please call Clive Radford on 0272 292565 fax 0272 225974 or write to him at Merchants House, Wapping Road, Bristol, BS1 4RW

FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

AMERICA

Inflation decline revives hopes of interest rate cut

Wall Street

SHARE prices sharply in hectic trading yesterday morning as good news on inflation revived hopes of an imminent cut in interest rates. Investors rushing back into equities, writes *Barbara Harootyan* in New York.

At 10.30 the Dow Industrial Average was 36.64 at 2,911.13, slightly below its high for the session. The broader Standard & Poor's 500 was 13.00, up 0.17 at 1,300.00. The Nasdaq composite index, which has underperformed in recent days, bounced back strongly to rise 8.19 to 44.11. Turnover on the NYSE was high at 1.27bn shares, up from 1.03bn on the previous day. The market was boosted by heavy computer programme trading. Advances outnumbered declines by more than two to one.

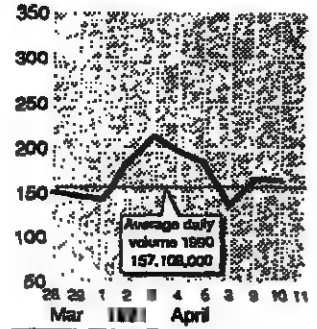
The spark for the morning rally came from the Fed's decision to decline in March producer prices. Although core prices, minus the energy and food component, actually rose 0.2 per cent during the month, both sets of figures were at the optimistic end of analysts' expectations. After the bigger than expected price rises in January and February, the apparent easing of inflation during March was a welcome

relief to the market. Investors bought stocks in the hope that today's consumer price statistics will show a similar course, and finally persuade the Fed to cut interest rates.

JP Morgan led investment bank stocks higher with a rise of 3.7% to \$20.40 after reporting first quarter earnings of \$1.40.

NYSE volume

Daily (million)



share, wall street analysts forecast Salomon Brothers rose 1% to \$23.75, Merrill Lynch up 1% to \$27.50, and Citicorp up 1% to \$25.00. The market was depressed by news from Laidlaw late on Wednesday that its earnings were down 10% in the first quarter. Laidlaw shares plunged 5% to \$12.10 on volume of 1.67m.

corp up 1% at \$25.00. Manufacturers Hanover up 1% at \$27.50. Citicorp up 1% at \$25.00. RJR Nabors rose 1% to \$11.50 as 1.2m shares changed hands amid speculation that the company is planning to spin off the RJR share common stock offering.

The issue, which was due to be priced after the close, is aimed at reducing the food and tobacco group's large pile of expensive junk bond debt. Advanced Micro advanced 1% to \$12.10 as shares after the company reported earnings of \$4.2m in the first quarter.

Canada

TORONTO stocks were mixed at midday as concerns about the recession and poor corporate profits held prices back in spite of the rally on Wall Street. The composite index gained 1.2 to 3,498.3 at midday, after hitting a low of 3,485.24. Declines led advances by 306 to 203 on volume of 16.7m shares.

The market was depressed by news from Laidlaw late on Wednesday that its earnings were down 10% in the first quarter. Laidlaw shares plunged 5% to \$12.10 on volume of 1.67m.

Argentina topples Brazil from first position

Jacqueline Moore examines last month's mixed performance by the emerging markets

ARGENTINA displaced Brazil last month as the top performing market of the year to date. Moves to make Argentina's currency, the austral, fully convertible with the US dollar produced a leap in dollar terms of 38 per cent in the week to March 22 alone, according to the emerging market indices of the International Finance Corporation, part of the World Bank.

The Argentine market ended the month 50 per cent higher, extending its advance this year to more than 76 per cent, as Brazil eased on profit-taking. Foreign money flowed into Argentina last month, as several country and regional funds were launched. International interest was also strong elsewhere in Latin America, helping Mexico produce the month's second best performance.

The big gains were not confined to the American continent. The Philippines continued to surge ahead, climbing a further 13 per cent in dollar terms after February's 37 per cent advance. The market has seen some of its gains wiped out this week, as fears of a coup have resurfaced, but analysts expect the market to

regain its composure soon. Mr. David Bates of Asia Equity, London, says that attention in March was focused on the target set for the Philippines by the International Monetary Fund, the World Bank and the Asian Development Bank. "For the first time I can remember, it achieved all of its monetary targets and even beat them," he adds.

First-quarter corporate results are expected to be good, while its largest ever share issue, due next month or in June, should attract further foreign interest, he says. Ayala Land, the property company, plans to raise 1.7bn pesos (96m) through the issue, with a significant proportion of shares available to foreigners. Although the issue could be a drain on local funds, the market should be able to digest it, claims Mr. Bates.

It was not all good news last month. The developing European markets were weak, with Turkey leading the decline as it lost 23 per cent in dollar terms. The market was

IFC EMERGING MARKETS PRICE INDICES						
Market	No. of stocks	Mar. 22nd 1991	% Change over 1 week on Dec '90 (Dollar terms)	Mar. 22nd 1991	% Change over 1 week on Dec '90 (Local currency terms)	% Change over 12 weeks on Dec '90
Latin America						
Argentina	(20)	482.07	+50.0	+76.7	+42.9	+199.6
Brazil	(67)	65.96	-10.6	+64.7	+5.0	+199.2
Chile	(35)	1,157.74	+8.5	+42.5	+8.4	+45.8
Colombia	(20)	294.11	-1.8	+469.47	+2.8	+9.5
Mexico	(50)	887.13	+17.2	+22.1	+17.8	+23.4
Venezuela	(16)	560.80	+2.5	+11.0	+2.5	+18.7
East Asia						
Korea	(77)	314.22	-4.5	-7.5	-3.3	-6.0
Philippines	(30)	1,303.48	+13.0	+50.2	+13.0	+50.2
Taiwan, China	(70)	684.06	+7.8	+7.8	+8.4	+9.9
South Asia						
India	(60)	243.69	-4.9	+2.8	-3.8	+9.8
Indonesia	(85)	34.14	+3.9	-3.4	+5.8	-2.0
Malaysia	(62)	144.36	+4.2	+15.0	+5.9	+17.2
Thailand	(43)	387.49	+5.1	+36.0	+6.3	+37.1
Europe/Middle East						
Greece	(32)	615.16	-10.5	+16.2	-4.4	+29.4
Jordan	(25)	97.68	+8.1	+8.4	+12.5	+12.5
Portugal	(30)	475.68	-11.8	+5.3	-0.5	+14.7
Turkey	(25)	145.19	-22.6	-19.9	-69.54	-14.7

Source: International Finance Corporation. Base date: Dec 31, 1990. Mar 22nd 1991 = 100. Jan 1991 = 100. Dec 1990 = 100.

gain this year to 5 per cent. According to Ms. Mari Vargas of BNP Securities, last month's decline was mostly a reaction to the previous month's strength. A couple of months ago prices were looking attractive and liquidity was high after a delay in the govern-

ment's privatisation programme. Local investors stepped in to buy, but they did not have the muscle to sustain the rally, she says. Foreign interest in liquid stocks, evident earlier in the year, has also dried up.

Nevertheless, the long-term prospects of the Portuguese bourse look good, she adds. Fundamentals were improving with inflation declining and interest rates easing. "When most investors have had their rally on the more important markets, Portugal might have its chance," says Ms. Vargas.

ASIA PACIFIC

Nikkei makes late advance on index buying

Tokyo

SHARE PRICES, which had been depressed by bankruptcy rumours, rallied just before the close on heavy options-related buying, writes *Emiko Terazono* in Tokyo.

The Nikkei average closed a net 168.33 up at 25,425.15, after trading in a tight range for most of the day. The index hit the day's high of 26,441.15 in the morning, but fell to a low of 26,211.07 in the afternoon on reports that a leading developer, based in Osaka, had gone into liquidation.

Volume fell to 320m shares from 400m. Mr. Yoichi Kamina at S.G. Warburg said institutional investors had high cash positions but were reluctant to commit themselves to stocks. Declines still led gains at the finish by 548 to 386, with 188 issues unchanged. The Topix index of all first section stocks ended a slight 1.05 ahead at 1,895.47, while in London the ISE/Nikkei 50 index eased 7.13 to 1,488.05.

Hazama-Gumi, a medium-sized contractor, fell Y50 to Y1,140 on rumours of the bankruptcy. Other contractors were weak, with Kajima down Y20 to Y1,720.

Fanuc, which had been popular lately on speculation that it would be included in the Nikkei average, receded Y130 to Y5,250 on profit-taking.

Roman, the medium-sized trading company trying to resolve its debt problems, dropped Y40 to Y830 on reports of management differences. Janome Sewing Machine, in heavy debt as a result of shouldering loans to Kosha, the steel speculator, slipped Y1,050 on reports that creditors had a law suit against Janome.

Oil shares were strong on hopes that a rise in crude oil prices would help profits. Japanese brokers were said to be trading the issues on short-term interest. Teikoku Oil gained Y5 to Y1,000 and Cosmo Oil Y13 to Y780.

Yokohama Rubber climbed Y22 to Y248 on buy orders linked to its equity financing. Nippon Carbon added Y39 to Y785 on rumours of speculative

buying. Investors were also encouraged by rising orders for the company's special carbon fibres for semiconductors. Rumours that speculators were focusing on NIK Spring lifted the shares Y24 to Y710.

Non-life insurers, strong on Wednesday on deregulation reports, changed direction. Dowa Fire & Marine lost Y36 to Y861 and Nissan Fire & Marine lost Y10 to Y3,590.

In Osaka, the OSE average dipped 29.40 to 29,717.25 on volume of 30.7m shares. Walita, a leasing company, put on Y50 to Y2,590. Investors were attracted by the company's growing construction machinery leasing business and projections of a 1 per cent rise in current earnings.

Sanyo's Hishino Meisho, a medium-sized shipbuilder, lost Y90 to Y1,970 after selling an

all-time high of Y2,000. It expects pre-tax profits to triple for the current year thanks to the strong performance of a recreation facility, which it acquired this month.

Roundup

THE PACIFIC Rim was mostly stronger yesterday, Hong Kong being the notable exception.

ASTORIA, Ore., rose on hopes of a cut in interest rates after news that the jobs rate had risen to 9.2 per cent in March, the highest since 1984, from 8.7 per cent in February. The All Ordinaries index gained 11.5 to 1,454.3 in turnover of A\$197m, up from A\$168m.

Two investments, a unit of Two Laboratories, a unit of gained 8 cents to A\$1.13, more than 8m shares were traded in one transaction.

HONG KONG tumbled yet again, its fourth marked decline in five sessions. The Hang-Seng index dropped 73.89 or 2 per cent to 3,805.53. Turnover dipped to HK\$1.58bn from HK\$1.65bn.

Local investors dumped property shares on concern that the recent buying binge in the residential property market could hurt.

NEW ZEALAND traded as a fall in the domestic dollar to a six-month low against its Australian counterpart stimulated foreign buying of New Zealand shares. The Barclays index gained 17.48 or 1.8 per cent to 1,285.39. Turnover increased to NZ\$1.9m from NZ\$1.8m. Fletcher Challenge moved up 7 cents to NZ\$3.05.

SEOUL fell for the fifth day. The composite index closed at 841.46, down 4.38, after slow

volume of Won75bn. Reports that Soviet President Mikhail Gorbachev will visit South Korea next week briefly lifted the fisheries and construction shares in the morning on hopes of increased demand with the Soviet Union.

MANILA declined further in volatile trading which saw some short-covering by professionals after Wednesday's drop. The composite index lost 6.89 to 1,050.79 in turnover of 180m pesos down from 205m.

TAIWAN achieved its highest level since August 1, 1989, weighted index climbing 30.93 or 1.7 per cent to 5,454.51. Volume eased to T\$65bn (T\$65bn).

SINGAPORE rebounded in light trade from a two-day fall. The Straits Times Industrial index gained 10.51 to 1,470.57. KUALA LUMPUR's composite index rose 3.51 to 575.79.

EUROPE

Firm New York start lifts Continent at closing time

NEW YORK's strong start lifted the closing of European markets yesterday, writes *Our Markets Staff*.

PARIS recouped its early loss as the CAC 40 index closed 8.68 higher at 1,835.60, after a low of 1,806.31.

The chemical and pharmaceutical sectors provided most of the interest. Rhône-Poulenc's investment certificates, FF34 or 6.8 per cent to FF390, partly on foreign demand, in heavy volume of 179,250 shares. Analysts had

expectations of interest rate cuts in the US encouraged buying of the French group, which has heavy dollar debts since its acquisition of Rorer last year. Some buy orders were reported.

In contrast, dropped FF398 or 4.5 per cent to FF364. Analysts were worried by the pharmaceutical company's warning on Wednesday that government plans to cut social security spending would hurt earnings; that perfume sales had fallen sharply in the first quarter, and that unexpected restructuring costs were connected with alliance with Sterling Drug.

FRANKFURT was mixed at the official close, the DAX index ending 3.48 higher at 1,565.37 after a rise in the afternoon. The DAX index was connected with alliance with Sterling Drug.

There was also talk that the government would agree to a rise in insurance premiums, from L300 to L202.40.

OSLO was a lukewarm reception to a call by the central bank for the overnight lending rate. The all-share index fell 0.1 to 1,011.1 in active trading worth Nkr452m.

The market was a dislike to the minority government's planned tax reform, due to be fully released today, although it is expected to be passed in the original form.

STOCKHOLM was mixed at the official close, the DAX index ending 3.48 higher at 1,565.37 after a rise in the afternoon. The DAX index was connected with alliance with Sterling Drug.

FT-SE Eurotrack 100 - Apr 11

Hourly changes				
Open	10 am	11 am	1 pm	3 pm
1105.79	1105.79	1105.79	1105.79	1105.79
Day's High 1108.67 Day's Low 1102.17				
Apr 11	Apr 9	Apr 8	Apr 5	Apr 4
1102.87	1111.57	1113.55	1119.54	1114.08

Base value 1000 (1984=100)

Dresdner had been down on retailers; yesterday Douglas was down 1% to DM12.10 and Kautobank 0.6% to DM491.50.

AEG, meanwhile, provided the second trading session in two days. After the German talk of automation technology prospects, which took the shares up 0.7% to DM7.10 on Wednesday, a turnaround from profit to loss in 1990 dropped it by DM11 to DM210 in turnover of DM58m.

MANAG closed lower after trading dominated by today's expiry of options contracts, although the insurance sector was strong. The Comit index fell 1.94 to 589.83.

Generali was officially down 0.1% to L26.10, but jumped to L27.00 in unofficial trading on reports of a one-for-five scrip issue. Analysts said the move was credible because Generali had issued scrip shares for the last couple of years when it announced annual results.

There was also talk that the government would agree to a rise in insurance premiums, from L300 to L202.40.

OSLO was a lukewarm reception to a call by the central bank for the overnight lending rate. The all-share index fell 0.1 to 1,011.1 in active trading worth Nkr452m.

The market was a dislike to the minority government's planned tax reform, due to be fully released today, although it is expected to be passed in the original form.

STOCKHOLM was mixed at the official close, the DAX index ending 3.48 higher at 1,565.37 after a rise in the afternoon. The DAX index was connected with alliance with Sterling Drug.

FT-ACTUARIES WORLD INDICES

Jointly compiled by The Financial Times Limited, Goldman, Sachs & Co., and County NatWest/Mackenzie in conjunction with the Institute of Actuaries and the Faculty of Actuaries

NATIONAL AND REGIONAL MARKETS		WEDNESDAY APRIL 10 1991		THURSDAY APRIL 11 1991		DOLLAR INDEX	
Figures in parentheses show number of lines of stock		US Dollar Index	Day's Change	US Dollar Index	Day's Change	1991 High	1991 Low
Australia (74)	136.30	-0.4	113.58	117.45	118.98	115.13	118.05
Austria (19)	204.35	-0.5	170.75	176.58	178.92	172.12	173.98
Belgium (60)	131.35	-0.5	117.32	121.32	122.89	119.89	121.32
Canada (116)	135.36	-0.3	118.53	120.05	114.77	114.77	114.77
Denmark (21)	243.91	-0.8	203.22	210.13	212.55	212.55	212.55
Finland (21)	144.54	-0.8	117.01	121.01	121.01	121.01	121.01
France (113)	110.42	-0.2	110.42	110.42	110.42	110.42	110.42
Germany (89)	110.42	-0.2	110.42	110.42	110.42	110.42	110.42
Hong Kong (49)	144.37	-0.7	123.05	123.05	123.05	123.05	123.05
Ireland (16)	165.78	-1.4	138.12	142.83	142.83	142.83	142.83
Italy (91)	81.29	-0.4	67.73	70.03	70.03	70.03	70.03
Japan (452)	141.75	-0.1	117.68	121.68	121.68	121.68	121.68
Malaysia (33)	237.78	-0.2	193.12	198.69	198.69	198.69	198.69
Mexico (12)	816.85	-0.4	680.56	703.77	703.77	703.77	703.77
Netherlands (40)	129.49	-1.1	116.21	120.18	120.18	120.18	120.18
New Zealand (14)	45.42	-0.1	38.88	40.00	40.00	40.00	40.00
Norway (30)	153.58	-2.1	161.26	166.78	166.78	166.78	166.78
Singapore (25)	130.73	-0.4	161.40	166.91	166.91	166.91	166.91
South Africa (80)	230.66	+0.7	169.68	175.47	177.72	177.72	177.72
Spain (41)	199.38	-1.2	133.19	137.74	138.50	138.50	138.50
Sweden (27)	188.51	-0.5	155.39	160.70	162.78	162.78	162.78
Switzerland (65)	95.96	-2.0	79.95	82.69	83.75	83.75	83.75
United Kingdom (295)	180.36	-1.0	150.27	155.48	157.58	157.58	157.58
USA (329)	161.30	-0.1	126.13	130.44	132.12	132.12	132.12
Europe (307)	143.20	-1.3	119.31	123.38	124.37	124.37	124.37
Nordic (105)	182.58	-0.9	152.10	157.23	159.31	159.31	159.31
Pacific Basin (645)	141.07	-0.9	117.53	121.53	121.53	121.53	121.53
Euro-Pacific (1583)	142.29	-1.1	118.55	122.55	122.55	122.55	122.55
North America (641)	150.45	-0.2	125.35	129.35	131.32	131.32	131.32
Europe Ex. UK (642)	187.51	-1.5	153.14	158.14	160.11	160.11	160.11
Pacific Basin (194)	130.73	-0.1	115.01	119.01	121.01	121.01	121.01
World Ex. US (1771)	143.13	-1.0	111.33	115.33	117.33	117.33	117.33
World Ex. UK (2001)	141.38	-0.7	117.78	121.78	123.78	123.78	123.78
World Ex. So. Am. (2206)	144.37	-0.7	123.05	123.05	123.05	123.05	123.05
World Ex. Japan (1844)	148.12	-0.6	121.61	125.61	127.61	127.61	127.61
The World Index (2299)	144.37	-0.7	123.05	123.05	123.05	123.05	123.05

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RECRUITMENT

JOB: Evidence that realising creative potential calls for an uncommon type of manager How to get the best from skilled professionals

HOW many readers, I wonder, will join the Jobs column in nodding in agreement with the following comment. Written by American author Richard Cornuelle in the current Times Literary Supplement, it concerns the internal problems still facing libertarian western countries after the collapse of east European socialist regimes.

He has libertarians confronted the disabling hypocrisy of the capitalist rationale which insists that while the capitalists themselves must have extensive freedom of action, their employees may have much less. Their explanation of how an invisible hand arranges economic resources rationally without authoritarian direction stops short at the factory gate. Inside factories and offices, the heavy, visible hand of management continues to rule.

Next, before anyone hands me a soapbox, I'd better say my point of agreement with that passage is not political in a big sense. For one thing, Marxian theories strike me as fundamentally flawed. For another, I think that without management in the sense of an organising agency, the sum total of human work would be far less productive.

Moreover, while agreeing that most capitalist companies are

marked by Cornuelle's "disabling hypocrisy", I'm persuaded that in a growing number of countries it is quite the opposite of his policy on their leaders' part. The evidence is that, over the past few years, a stream of capitalist bosses have publicly affirmed the need to lighten the hand of management so as to mobilise the individual wits of their entire workforce.

The trouble is that hardly any of them seem actually able to do it. Indeed my impression is that, despite the liberating potential of computer technology, managerial control has tightened rather than lightened, especially in the big companies being increasingly formed by mergers.

Whatever the reasons for the tightening trend, there is clearly no over-riding necessity for it. That much has emerged from studies made by consultant Anna Maria Garden, a former researcher in the London Business School's high-tech management unit.

She focused on a type of staff whom, even in these depressed days, managers cannot afford to treat cavalierly. They are skilled

software professionals in such demand that they're apt to go elsewhere if they feel fed up with, let alone offended by, the outfit they are working.

Dr Garden's study covered 339 of them in 11 high-tech companies - seven being small in having fewer than 50 employees, three medium-sized with 50-250, and the other a big with more than 2,000 across its three divisions. And the question she sought to answer was what it is about a job that makes such highly skilled people not only stay in it, but work at their best measure.

Now, once upon a time, the answer would have been presumed to lie in giving them high job satisfaction. Factors linked with that were human good pay and perks, opportunities for education and training as well as promotion, and clear communications from management.

In more recent years, however, research has made it increasingly plain that high job satisfaction does not guarantee high productivity. People who are satisfied in their job are not necessarily motivated. On the contrary, their contentment

may well arise from being able to do things easily.

The factors that have been shown to motivate workers, as distinct from just satisfying them, often seem different in kind. They include varied things to do, and opportunities to take the lead and be creative in them. Other examples, apparently even more powerful, are recognition for achievement, and work that the individual finds interesting.

But Dr Garden finds that - when it comes to keeping and inspiring highly skilled staff on the lines of top software engineers - such standard motivators are not enough. The key evidently lies in four other factors linked with a super-motivated state which she calls "job-excitement".

The strongest pair of the four are work which the individuals find not so much interesting as challenging, and the scope to use their own particular skills in the way they deem best. The other two are a sense of being able to achieve something useful, and awareness of personally contributing to the success of the employing outfit.

Even so, that later pair are extremely important because they serve to rebut a common belief about "creative" professionals: that they are at their best when left to play with interesting though not necessarily useful ideas. On the contrary, Dr Garden declares. The stereotype of the whiz-kid technician who wants to remain in the realm of intellectually intriguing ideas was inconsistent in this study with the importance to job-excitement of being useful.

Hence, given that management is required to organise individual efforts to useful collective ends, even creative experts would appear to need managing. The decisive question is how - and it happens that a clue to the answer is offered by another of the study's findings, which has two parts to it.

The first was that, when the software aces in the large group were taken as a whole, they felt a lower level of job-excitement than their counterparts in the medium-sized, and still more markedly the small outfit. The second was that, nevertheless, in one of the group's three divisions the excitement level

was significantly higher than in the other two.

Anna Maria Garden thinks the explanation is probably that, in the exceptional division as in the generality of medium and small companies, the highly skilled staff were managed in a different way. Their bosses applied "strategic" control, providing broad direction, objectives, and an idea of the output wanted. By contrast, the managers in the low-excitement divisions exercised the detailed "operational" control more usual in big organisations, specifying not only what should be done, but how.

But that doesn't mean managers can improve their retention and the performance of creative staff by simply changing their style of control. For Dr Garden thinks that people who manage in the less productive operational way are also different in personality from the more inspiring strategic kind.

The better managers of the specialists she studied had a relatively low psychological need for power and influence over other people, she says. But the power-need of operational-style managers

is typically high. Moreover, a pronounced power-need seems to be hard to lay aside.

For instance, discovering that one group of software staff felt completely controlled by their boss's detailed control, she confronted him with their complaints. "I know it doesn't work well," he answered. "But I can't help myself."

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FT SURVEYS

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071-873 3199

LONDON OFFICE of U.S. law firm seeks to fill associate attorney position. Must have 3-5 years experience and Exchange Commission seat registration. Required: Appropriate education, law degree with internationalization initiative at the SEC. Investment management and European capital markets experience desirable. Send resumes in confidence to Box 19400, Financial Times, One Southwark Bridge, London SE1 9HL.

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TOP OPPORTUNITIES

SENIOR POSITIONS IN GENERAL MANAGEMENT

BUSINESS DEVELOPMENT MANAGER

East European Market

A challenging new opportunity exists for an individual with strategic vision and marketing skills to join Harnischfeger Corporation. As a recognized world leader in design, manufacture and sales of high quality open cast mining equipment, we are seeking an individual to develop new business opportunities within the eastern European marketplace. Headquartered in Milwaukee, Wisconsin, USA, and with globally situated manufacturing facilities, we are prepared to service the expanding eastern European market.

This key role carries the responsibility of researching and analyzing the current and potential markets, contacting prospective customers and interfacing with foreign governments and their ministries. This appointment focuses on the creation of valuable working relationships and business opportunities for the sale of our product line of electric and hydraulic mining shovels and draglines.

Candidates will possess 5-10 years of business development and/or sales and marketing experience, preferably in heavy industrial products. Interested candidates should write, enclosing their CV and salary details, to: HARNISCHFEGER GMBH, Robert Koch, Managing Director - Strasse 8, D-6108 Wetterstadt, Germany. Equal opportunity employer.

P&H Harnischfeger

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EUROPEAN SALES MANAGER

AEROSPACE PRODUCTS

Digital Technology, Inc., a worldwide leading supplier of computer-based test products is urgently seeking an Aerospace Sales Manager to build a strong, aggressive sales thrust in the United Kingdom and Europe. Built on an existing foundation, the European Sales Manager must orchestrate sales representatives and personally sell into new markets and major accounts. A strong, value-added technical support organization must be created. The sales manager reports directly to the U.S. executive.

The ideal candidate requires solid working knowledge of real-time computer systems utilized in the aerospace industry. A proven track record selling into military and commercial aerospace companies, defence establishments and other programs is a must. A firm understanding of the relevant opportunities in the major European countries is a plus.

Please forward your c.v. and compensation requirements, via fax or express delivery, for immediate consideration.

Respond to:

Digital Technology, Inc.
2001 Edwin C. Moses Blvd.
Dayton, OH 45408 U.S.A.
Fax # 513 255 0511 (U.S.A.)

Irish Gas Board

Chief Executive

Cork

The Irish Gas Board (Bord Gais Eireann), with headquarters in Cork, is the Irish gas development agency responsible for the supply, distribution and marketing of all natural gas in Ireland. The company employs over 100 people and current turnover is in excess of IR£150m.

Responsible to the Board, the role is to provide the creative leadership necessary to spearhead the activities of the organisation in meeting the

challenges and opportunities of the next decade.

The requirement is for a record of sustained achievement, excellence at or near the head of an enterprise comparable in size and/or diversity, preferably in a public sector.

Those interested should please write to H.W.J. Flannery, MSL International, Newmount House, 22/24 Lower Mount Street, Dublin 2, quoting reference FT. 11545.

MSL International
CONSULTANTS IN SEARCH AND SELECTION

BANKING FINANCE & GENERAL

The Royal Bank of Scotland

Managers, Corporate Banking

UK - Various Locations

Excellent Package

The Royal Bank of Scotland is an independent financial services group, headquartered in Edinburgh, operating throughout the United Kingdom and certain overseas markets. It has an enviable reputation for integrity and financial stability earned over 250 years of business. Its objective is the continued maximisation of profit through the provision of services offered to:

Following a recent reorganisation, the Corporate Banking Division has an immediate need for experienced Relationship Managers to develop and service their own generalist portfolio of corporate clients, in each of the following locations: London, Birmingham, Manchester and Glasgow. These Managers will act as the primary link between the bank, its associates, and the client, whom they will advise on the full range of products the bank group can provide, calling on expert assistance as required.

Ideal candidates will have at least 5 years' relevant experience, gained in a bank or corporate treasury. They should have been through formal credit training and in addition to a solid academic background may

have banking or ACT qualifications. They must have a sound knowledge of general banking products as well as an understanding of the areas of risk management, treasury and M&A.

It is essential that they will have had a successful track record of creating and maintaining profitable banking relationships with UK corporates of varying sizes. Verbal, written and interpersonal skills should be of the highest calibre. Analytical ability, mature judgemental skills and well developed commercial sense will be vital attributes.

The remuneration package will comprise an attractive base salary, car and bank benefits. Relocation expenses will be negotiable.

The Royal Bank of Scotland is committed to equal opportunities. Interested applicants should send a full CV by post or fax to Maggie Henderson-Tier, at the address below, stating clearly which location is preferred and quoting reference number 1823.

ST. JAMES ASSOCIATES

MANAGEMENT SELECTION

51 OLD BURLINGTON STREET, LONDON W1X 1LB FAX: 071-287 2821. TELEPHONE: 071-287 2820.
A GER Group Company

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Visa International, the world's leading payments systems organisation, provides services to over 21,000 financial institutions worldwide. As Strategic Planning Executive, your prime responsibility will be the development and maintenance of the strategic plan for the Europe, Middle East and Africa Region. Within the framework of Visa's corporate mission, you will facilitate and integrate divisional plans, creating an overall plan which also ensures an adequate reflection of external factors.

Probably in your 30s, you will have a good first degree in a numerate subject, and preferably a higher qualification in, say, Economics or Business Administration. You will have worked for at least 3 years in an economics or planning role within a financial services organisation and have a thorough understanding of strategic considerations in the sector. Both numerate and computer literate, you will have the strong commercial awareness, credibility and personal skills needed to discuss complex issues at a senior level.

In return, you are offered a highly visible role in an expanding, dynamic atmosphere, with attractive career growth. The benefits package includes car, mortgage subsidy, non-contributory pension scheme and private health cover.

Please write, with full details of career and current salary, to our advising consultant Diana Cubberley, Ref 1459, Regent Consulting, Prince Regent House, St. Giles Close, Reading, RG1 2SA.

VISA

INVESTMENT MANAGEMENT

MORGAN STANLEY

ASSET MANAGEMENT

PORTFOLIO ADMINISTRATOR

Morgan Stanley requires a further Administrator to join an existing team controlling the administrative aspects of the firm's global investment management product.

The successful applicant will take responsibility for a varied group of investment accounts and will be exposed to the valuation and accounting needs of clients throughout the world, in the equity, fixed income and foreign exchange markets.

A minimum of two years administration experience in a leading investment house is essential.

This is an opportunity which offers both immediate responsibility and excellent career potential within one of the world's leading investment services firms.

The remuneration will be attractive to the right candidate.

Applications in writing with full c.v. to:

Jackie Day
Morgan Stanley Asset Management,
15th Floor, Commercial Union Building,
Leadenhall Street, London EC3P 3FB.

BUSINESS ANALYST

FMC, a highly innovative international corporation meeting the needs of agriculture, industry, government, currently has an opportunity for a Business Analyst in our Agricultural Chemical Group. This position would have responsibilities for Europe, the Middle East and Africa. The specific responsibilities of this position include providing management with regular performance analysis of ongoing operations, managing the business and financial analysis function for the area and providing financial and business analysis support to the zone managers in their efforts to identify and present opportunities.

The successful candidate will have a minimum of 3 years experience in the agricultural industry, a university degree (an MBA is a plus), and must be fluent in English and either Polish, Czech, Serbo-Croatian or other Central European language capabilities. Good proficiency in Latin 1-2-3 is required.

As an industry leader, FMC can offer highly competitive salaries and generous benefits. If you are ready for challenge and responsibility and wish to further your career, please send your c.v., a cover letter and salary history to:

Human Resources Department
FMC Corporation N.V.
Avenue Louise 480-B 9
1050 Bruxelles, Belgium.

FX OPTIONS

£Neg.

A senior trader is required to join an expanding but embryonic options desk in London. The bank's head office has a solid reputation for both Foreign Exchange and Options trading. The ability to enhance trading systems would be advantageous but most important is hands-on trading expertise and a profitable track record gained over a period of at least two years in an active dealing room. The salary will reflect previous achievement.

BOND TRADERS

£Neg.

Quality traders in the following categories are required for a well-established securities firm:

- US Dollars (secondary market) - ECU Bonds
- European Government Bonds - Illiquid Bonds

Applicants should ideally be under 30 years of age.

For further details call Anthony Isern on
Tel: 071 796 3132 Fax: 071 796 4620

JAC Recruitment
3rd Floor - Dauntsey House - Frederick's Place
- Old Jewry - London EC2R 8AB

J A C
RECRUITMENT

Industrial Development Board For Northern Ireland

MARKETING AND STRATEGIC BUSINESS PLANNING CONSULTANTS

The Industrial Development Board (IDB) has, on an ongoing basis, invited applications for admission to the Register of Marketing Consultants. An existing Register which has been operational for some years, will be replaced from 1st July 1991.

In addition, a Strategic Business Planning Scheme, to be introduced shortly, will make provision for IDB client companies to engage the services of Strategic Business Planning Consultants.

Two separate Registers will operate with effect from 1st July 1991.

REGISTER OF MARKETING CONSULTANTS

Marketing Consultants with a specialist knowledge of one or more aspects of industry are invited to apply for admission to the Register of Marketing Consultants. An existing Register which has been operational for some years, will be replaced from 1st July.

Consultants applying should normally possess a formal qualification in Marketing and preferably be a Member of the Chartered Institute of Marketing (MCIM).

REGISTER OF STRATEGIC BUSINESS PLANNING CONSULTANTS

Consultants with a background in Strategic Planning are invited to apply for admission to a Register of Strategic Business Planning Consultants. Candidates short-listed should be prepared to give a presentation, outlining their experience and ability in this specialist discipline.

Application forms for both Registers may be obtained from IDB's Corporate Finance Division, Room 621, IDB House, 64 Chichester Street, Belfast BT1 4JZ, Northern Ireland. Tel: 0232 233233 Ext. 2229.

IDB
Northern Ireland

POLAND

The FT proposes to publish this survey on May 30, 1991. 58% of Chief Executives of Europe's largest companies read FT. If you want to reach this important audience, call Patricia Surridge, Tel: 071 573 3426 or Fax: 071 573 3072 or Nina Kowalska, Warsaw, Poland. Tel: (22) 489767.

FT SURVEYS

ACCOUNTANCY APPOINTMENTS

Group Financial Controller

Our client is one of the leading services engineering in the UK, with a current turnover close to £200 million. It is a major subsidiary of a highly acquisitive billion dollar US group which is actively pursuing plans for further expansion into Europe.

Due to office relocation to Canary Wharf and a restructure of the UK accounting activities, the company wishes to appoint a Group Financial Controller. Reporting to the Finance Director, your primary responsibilities will be for UK international management and statutory reporting, budgeting, internal controls, and the maintenance of sound accounting records and systems throughout the newly divisionalised finance function. The successful candidate will be a corporate finance team, which includes both treasury and financial functions.

Candidates should be qualified in the following areas:

technical, systems and management. A knowledge of contracting or an allied industry is essential, preferably gained in a similar role in a medium to large company. Personal qualities include intelligence and maturity, good communication skills and the potential to achieve further promotion in the long term.

Please reply in confidence, quoting reference S0317, to Sarah Orwin at Ernst & Young Corporate Resources, 21 Conduit Street, London W1R 5TB.

ERNST & YOUNG

GROUP ACCOUNTANT

Berkshire

to £35,000 + Car + Benefits

Our client is a highly successful group of companies involved in the manufacture of a wide range of electro-mechanical and engineering products. The group has operations in the UK, America, Canada, Europe and Australasia.

As a result of significant growth over the last three years, the Group Financial Director now wishes to appoint an ambitious and experienced Senior Group Accountant to take responsibility for the finance function which is to be located at the new Head Office in Windsor.

This is an excellent opportunity for a qualified accountant, aged 28/35, to join a highly profitable company where success is rewarded both financially and with excellent career progression.

Candidates are asked to forward their current Curriculum Vitae, together with a hand-written covering letter to Robert Neil Collier quoting Reference 101/102.

Robert Neil Associates

Executive Search & Selection

Upton House, 11 Upton Avenue,
St. Albans, Herts AL3 5EW

Divisional Accountant

Multi-site
Leisure Business
N.W. Home Counties

£35,000
2 litre car.

You will be a high profile and influential role within this extremely successful and popular UK-based service sector Company which has realisation plans to double turnover over the next three years.

You will provide front-line support to one of the company's four principal Directors and be responsible for the total financial management and business development of one of the Company's major divisions.

Ideally aged mid twenties to early thirties with an A.C.A., you will have already achieved a successful multi-discipline accounting pedigree, dealing with all aspects of a total financial management role, including the preparation and consolidation of operating financial statements as well as

budgeting, forecasting, investment and acquisitional matters. Alternatively, two years' solid post qualification experience with a blue chip accounting practice would be acceptable.

A blend of highly developed interpersonal skills combined with entrepreneurial flair is an essential ingredient to ensure that the successful candidate maximises their potential to grow with this position, to the most senior of levels within the Company.

Male or female candidates should submit a comprehensive c.v. in confidence to:

Anthony Felstead, 1 Stonecroft,
St. Albans, AL1 4AA.
Tel: 0727 43960 / 43961
Fax: 0727 834052
Quoting Ref: DA/005/BL

HUMAN RESOURCE MANAGEMENT CONSULTANTS
A member of the Delta Consulting Group

Financial Director

Up to £60,000 + car + excellent benefits

ITNET is a wholly owned but totally independent subsidiary of Cadbury Schweppes, based in Bournville, Birmingham. The company have recently put together a new senior team of the highest calibre to deliver on mission of being the best IT Services organisation in the Facilities Management and Systems Development markets. With approximately 500 people, and a present turnover of £30 million, we believe we have the ideal platform to grow rapidly from our present status which is already in the top six in our field.

Our incoming Financial Director is the vital final ingredient to compliment the Board.

The position provides a genuine rare opportunity for you to play a key role in shaping the future of the company by contributing across a broad spectrum of commercial activities as we grow the business.

In addition to your financial management abilities, you will be able to demonstrate a record of achievement, commercial acumen, have a high energy level. You will also be able to support our sales team by establishing credibility with other major organisations at Board level. An ability to identify with a quality approach of a customer driven internationally orientated company are essential to this.

The substantial remuneration package includes company bonus, car and an appropriate benefits package, reflective of a company which is part of the Cadbury Schweppes Group.

Please write with CV to Daryl Howe, Director of Human Resources, ITNET Limited, PO Box 57, Laburnum House, Laburnum Road, Bournville, Birmingham, B30 2BD. Telephone (021) 459 1155.

ITNET LIMITED

ITNET is a member of the Cadbury Schweppes Group

Price Waterhouse

EXECUTIVE SELECTION

Group Finance Director

£75,000 + substantial bonus scheme + benefits Home Counties

With an impressive track record of growth in recent years and prospects for further expansion both at home and overseas, our client is a well established and highly successful UK based contracting group with overseas interests.

The Group now wishes to appoint a "heavy weight" Finance Director to the Board, who will take a leading role in determining its future success and strategy. Responsible for all aspects of the Group's accounting, you will be expected to ensure that professional standards operate throughout and that the financial

information produced is an effective tool for managing the business. You will enjoy a high profile role, dealing with major City institutions and be heavily involved in acquisitions and the negotiation of major contracts.

Highly experienced, you will have operated within an international business at a senior level for a number of years and developed strong contacts with City institutions. Good communication and management skills and the ability to establish credibility at a senior level are prerequisites, together with drive, enthusiasm and a commitment to 'teamwork'.

Candidates should write, including full career and salary details and quoting reference G/1151 to Susan Ryder. Applicants should also indicate the companies for which they do not wish to be considered, as applications will be forwarded directly to our client.

Susan Ryder
Price Waterhouse
Executive Selection Division
Management Consultants
Milton Gate
1 Moor Lane
London EC2Y 9PB
Tel: 071-939 0111

FOOD INDUSTRY

FINANCE DIRECTOR

YORKSHIRE

SALARY TO £35K + BONUS, QUALITY CAR AND BENEFITS
RELOCATION ASSISTANCE IF REQUIRED

Our Client is an autonomous division of a major International Food Company, supplying a range of quality short life product primarily to the UK Grocery Multiple Retailers. The Company has an outstanding record of profit performance.

1990 saw a significant programme of acquisition and expansion resulting in the creation of a number of separate business units each with sales and profit targets.

The unit based in Yorkshire/Humber has a turnover of approximately £25 million and employs some 200 people. They now wish to appoint a FINANCE DIRECTOR whose responsibilities will include the provision of a full management and financial accounting service to the business and as part of the executive team, significant input into commercial and operational management.

This exciting position calls for a qualified accountant aged late 20s/30s who has a broad financial background gained in a major food manufacturing organization and ideally short life products. Experience of handling acquisition detail and systems development would be useful.

Success in this role could lead either to a more senior functional appointment or indeed to a general management position within the Company.

Please apply in writing enclosing a CV and quoting reference J/311 to: Lye at Illingworth and Associates, Executive Search and Selection Consultants, The Courtyard, 24 High Street, Hungerford, Berkshire RG17 0NF. Tel: 0488 483881. Fax: 0488 482147.



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Pour de plus amples renseignements, veuillez contacter:

STEPHANIE SPRATT 071 873 4027

FINANCIAL TIMES
EUROPE'S BUSINESS NEWSPAPER

香港 Hong Kong.

Senior Managers Audit.

Ernst & Young prides itself on creative business servicing; that is one of the reasons why we are one of Hong Kong's fastest growing accountancy practices, and why we wish to remain so.

We are able to offer a challenging, long term career to imaginative and highly motivated professionals who wish to develop their potential with us. This is an exciting opportunity for Senior Audit Managers with good technical and interpersonal skills to work in the dynamic environment of Hong Kong.

Senior Managers who will have a minimum eight years' professional experience in all and a proven record of success are invited to apply as our remuneration package is designed to attract the highest calibre individuals. If you are seeking a challenging professional career, please write initially with a detailed curriculum vitae to Mr Barry Compton, Ernst & Young, Rolls House, 11 Rolls Building, Fetter Lane, London EC4A 3NH. The Hong Kong Staff Partner will be conducting interviews towards the end of April in the London office.

ERNST & YOUNG

ZAMBIA Chief Accountant/Finance Manager

Applications are invited from fully qualified professional accountants for the above positions within a multi-national Group of Companies.

Reporting to the General Manager/Financial Controller, the successful candidates will be responsible for all aspects of the finance function including:

- ★ Monitoring and improving company performance.
- ★ Preparation of management and financial accounts.
- ★ Preparation of budgets and cash flow forecasts.
- ★ Control and supervision of the accounts department.
- ★ Treasury management.
- ★ Taxation.

Candidates must have internationally recognised professional qualifications and preferably experience gained in similar positions. Sound technical knowledge and the ability to motivate and develop subordinate staff are also required plus a working knowledge of computerised accounting systems.

An attractive remuneration package in line with qualifications and experience will be offered. Applications in writing together with CV and copies of testimonials etc. should be sent to:

DWJ Advertising Limited (Ref M.165)
104-110 Goswell Road
London EC1V 7DH

Applications which do not meet the requirements in respect of qualifications and experience will not be acknowledged

EUROPEAN FINANCIAL REPORTING MANAGER

Client Company based in South - East London is looking for a newly qualified Chartered Accountant to be responsible for preparation, analysis and submission of monthly/annual Accounts Package for itself and co-subsiaries in Europe to a parent company in New York.

Salary - Negotiable.
Contact: S J Arnold,
Bellman Messik, 6th Floor, Winchester House,
259/269 Old Marylebone Rd, London NW1 5RA

EUROPEAN ACCOUNTANT

U.S. Semiconductor firm seeks European Accountant for Brussels office. Responsibilities include financial reporting, expense & payroll review, collections, and consolidations. Requires: English, (French and/or German would be asset), univ. accounting degree, European accounting standards, and 3-5 yrs related experience. Please contact Mr. Schaldach at ALTERA, Ave de Beaulieu 25, B-1160 Brussels, sending c.v., availability and income history.

FINANCE DIRECTOR DESIGNATE

Southern Home Counties

35-40

£45,000 + Car + Substantial Benefits

This medium sized manufacturing company is a dynamic and highly regarded leader within its specialist field. Operating within a competitive market place they continue to develop their market share through a process of new product and strategic development.

Reporting to the Managing Director, your role will have responsibility for the preparation and interpretation of financial information, the co-ordination and management of the finance function as well as MIS development, corporate finance activities and strategy implementation.

The successful applicant will be a 'Big 6' qualified ACA who has an outstanding record of achievement gained within successfully developed manufacturing organisations.

The ideal candidate will have run a finance function and will have well developed management ability together with outstanding communication and interpersonal skills. He/she will also have experience of sophisticated computer systems in a manufacturing environment. A Board appointment is envisaged within six months.

The benefits package will include an attractive base salary, company car, the potential for equity interest and other benefits commensurate with a position of this status.

Interested applicants should write to Simon Hewitt (fax 071-437 0597), enclosing a detailed CV, at the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Queens House, 1 Leicester Place, London WC2H 7BP
Tel: 071 437 0464 Fax: 071 437 0587

Financial Controller

South London

C £32,000 + car

Our client, part of a major PLC, is at the leading edge of the communications sector. To support rapid business growth, it has made a significant investment in restructuring its systems and financial disciplines and now wishes to appoint a Financial Controller responsible to the developing environment.

Reporting to the Finance Director and supported by a small team, he/she will be responsible for all aspects of financial control. A key task will be supervising the implementation of a recently introduced "Millennium" computer package of nominal, bought and sales ledgers. As a member of the corporate management team, the successful applicant will also direct the development and enhancement of MIS reporting, and assist in the evaluation of acquisition and new venture proposals.

Probably aged 27+, a qualified accountant, preferably a graduate with marked leadership qualities, a flexible attitude to problem solving must be combined with commercial awareness and the perseverance and commitment necessary to translate decisions into action. Ideally experienced in the communications or services sector, and certainly PC literate, hands-on experience in a well developed computerised environment is essential.

This highly responsible role provides the opportunity to make a significant impact in a major group and offers excellent career prospects.

Please send a detailed CV quoting reference CD402 to:
Executive 2000, Sutton Park House, 15 Carshalton Road,
Sutton, Surrey, SM1 4LE.

EXECUTIVE

2000

SEARCH AND SELECTION

Financial Controller

New business start-up backed by one of the top 100 worldwide corporations

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£30-35,000

Plus Car

Plus Benefits

A £70m turnover global group which has achieved international recognition as a manufacturer and marketer of optical products and business machines have over 44,000 employees worldwide, and is currently entering into new markets in order to continue planned growth.

This new business has plans to develop products of a superior performance, several of which are already in prototype form ready to be developed on a global scale.

Reporting to the Managing Director, you will be responsible for:

- all financial reporting and control
- giving strong commercial support

You will have a degree or equivalent and be a qualified accountant with several years experience in a sharp-end commercial environment. Computer literate, you must be well organised, pragmatic and have the ability to work on your own initiative. Capable of handling a growing management remit, you will need to demonstrate perseverance, diplomacy and resilience in a highly competitive market place.

As a member of the Management Team, you will liaise with Headquarters and other business centres within the organisation. This is a senior appointment with the opportunity of being part of a start-up which has plans to grow globally - backed by one of the largest corporations in the world. Career prospects within the group are excellent.

Interested candidates should write in confidence to: Nicholson International
(recruitment consultants), 48/50 Kingsway, London WC2B 6DX, quoting reference 9180,
or fax details on 071-404 8128 or call directly on
071-404 5501 for an initial discussion.

**NICHOLSON INTERNATIONAL****FINANCIAL CONTROLLER**

Logistics Division

c. £34,000 + car (f/e) & executive benefits - West of London

Safeway plc, part of the Argyl Group, is a rapidly growing and highly successful leading food retailer, with group sales last year of over £4bn and profits of £228m. Over the last 3 years Safeway has more than doubled its sales and almost quadrupled its profits.

Reporting to the Management Services Director, you will take full responsibility for the management of all financial and administrative matters. Managing a small professional team you will be responsible for the collection, analysis and interpretation of financial information from the company distribution centres with an operating budget in excess of £120m. In addition you will undertake a variety of ad hoc projects and perform other non-routine assignments.

This high profile role will involve frequent liaison with Regional Operations Directors and Distribution Centre Managers. You will be expected to play a major role by influencing the commercial decision-making process through identifying and interpreting key financial operating issues.

This is a unique opportunity for a commercially orientated accountant with experience in distribution management or with a proven track record in financial management gained within a manufacturing FMCG environment. Candidates should be able to demonstrate excellent interpersonal skills acquired at the 'sharp end' of the business and be willing to meet the constant challenges that come from a dynamic and fast-moving environment.

Applicants aged late 20s to mid 30s are likely to be financial managers

seeking a responsible, influential 'hands on' role and have the expertise necessary to make a real contribution to company performance.

Please apply directly to Frances McCutcheon at Robert Half, Freeport, Princess Beatrice House, Victoria Street, Windsor, Berks SL4 1YY. Telephone: 0753 857777, or evenings on 0344 886662. Alternatively, fax your details on 0753 841676.



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As the market leader in its field, this autonomous subsidiary of a highly profitable UK plc has doubled its turnover each year since its formation. Through organic growth and further acquisitions it aims to achieve a £100m turnover by the mid 90's.

Reporting directly to the UK Managing Director your key task will be to introduce a comprehensive and sophisticated financial infrastructure that will co-ordinate the current reporting and accounting procedures of the six sites, and also provide the foundation for the planned growth of the company. This role encompasses the whole range of financial responsibilities. In addition it will require extensive involvement in the development of financially related activities to broaden the companies range of services. Aged 30 or over, you must have a proven and successful track record gained in a large direct selling and service related organisation. Familiarity with lease/rental accounting principles would be an advantage. Strong leadership, exceptional commercial acumen, strategic business skills and a desire to progress will be pre-requisites for the right candidate.

A high basic salary is supported by a profit related bonus plus a comprehensive benefits package appropriate to a large plc.

Male or female candidates should submit in confidence a comprehensive c.v. or telephone for a Personal History Form to: C. Jenkins, Hoggett Bowers plc, George V Place, 4 Thames Avenue, WINDSOR, SL4 1QP. 0753-850851, Fax: 0753-853339, quoting Ref: W19046/FT.

Financial Director

Financial Services - New Venture

London c£75,000 + Executive benefits

An exceptional opportunity has arisen for a high calibre Financial Director to play a crucial role in the success of a new venture. Our client is a leading Australian property and financial services conglomerate which has consistently achieved impressive results in both its core business areas. Adhering to an ambitious, but carefully focused global strategy, the organisation has successfully exploited its combined property and fund management expertise. In this international context, a UK subsidiary is now being established as a vehicle for a new global property fund.

The Financial Director will be instrumental in setting up a financial framework compatible with the Company's long-term objectives and, as a Board member, will work closely with the Managing Director to formulate investment policy. Key responsibilities will include liaising with City institutions and regulatory bodies and implementing appropriate computerised systems.

Candidates should be qualified accountants, preferably chartered, with in-depth experience of the property and/or financial services sectors. Computer literacy, previous Board level exposure and familiarity with the City are prerequisites for the position, and experience of fund management would be a considerable asset. The remuneration package reflects the importance attached to a role which demands a polished professional with a dedicated and proactive approach.

Please write, in confidence, enclosing full career details, to Tim Knight, quoting reference L1104.

**KPMG Selection & Search**

70 Fleet Street, London EC4Y 1EU

Finance Director

Industrial Capital Equipment

c. £32,500 + Bonus + Car

West Midlands

Our client is a profitable, highly-respected and well established market leader in a specialised sector of the industrial capital equipment field. Part of a successful and acquisitive plc, the company sees this appointment playing a key role in its continued expansion and development.

Candidates, qualified accountants aged around 30 to 40, should have a background ideally in a public company, supplying capital equipment or other high-cost, lower volume products where major contracts - many international - demand a watchful eye throughout their course.

Other areas of responsibility include the normal company and group financial information and systems, provision; contributing on a wider commercial front, as a full member of the executive team, will be especially important however.

Salary as indicated; highly attractive bonus potential; comprehensive benefits including relocation assistance if appropriate. Excellent prospects.

Please write, in strict confidence, with full cv to: Andrew Russell, Reference 76597, MSL International, Quadrant Court, 50 Calthorpe Road, Edgbaston, Birmingham B15 1TH.

MSL International

CONSULTANTS IN SEARCH AND SELECTION

Brewer Morris Pure Taxation Recruitment

GROUP TAX MANAGER

Rural Midlands
c£50K-55K + Car

For further information contact

Mark Brewer

on

(071) 936 2040

or write to him at Brewer
Morris, Ludgate House,
107 Fleet Street, London
EC4A 2AB.

Evenings & Weekends:

(081) 995 9624

Our client is a major international producer of materials to the building and construction sectors. The Group has in recent years substantially expanded its operations in the UK, Continental Europe and North America, and is now seeking to recruit a Group Tax Manager.

As part of a small Head Office team the Manager will report directly to, and liaise closely with, the Finance Director. As a consequence there will be a high degree of responsibility, and contact with numerous personnel including professional advisers who are mostly based in London. Contact is facilitated by good access to motorways as well as a one hour train link to Euston.

The style and approach adopted will depend very much on the individual, who will initially concentrate on consultancy and project work. As a significant proportion of the group's activities are overseas, the role will entail considerable international exposure and some travel.

The successful candidate will display the maturity, diplomacy and technical awareness necessary to take sole responsibility for the internal tax function. Practical ability and personality will rate as highly as formal qualifications and, most importantly, the individual will be a lateral thinker and a proactive tax planner. Knowledge of a Continental European language would be an advantage.

Relocation assistance will be available. Interviews will be conducted in London or Birmingham as appropriate.

£70,000 package Manufacturing and Sales - Global Plc SW of London

Finance Director

Profitable c. £130 million T/O Company, part of a major business group of a highly successful top 100 multi-national, is a world leader in its chosen markets with manufacturing and sales operations in the UK, Continental Europe, USA and Far East. A commercially orientated finance professional is now sought to join the small UK based head office management team planning and implementing a growth strategy for the 1990s. Frequent international travel and excellent career prospects.

THE ROLE

- Reporting to the MD with full responsibility for the finance and IT functions. Close involvement with line management in business planning and reviews to optimise performance.
- Particular scope to review product and manufacturing costing, capital expenditure and investment decisions to expand capacity and to upgrade worldwide IT systems.
- Key member of strategic management team. Identifying and evaluating acquisitions, joint ventures and third party co-operative opportunities.

THE QUALIFICATIONS

- Graduate, ACA/ACMA, probably in their 40's, with manufacturing experience. Probably Financial Controller/Director of a significant international business.
- Highly commercial and market-focused orientation. Good IT systems experience.
- Personable and able communicator and influencer. A team player, highly numerate with an agile and flexible mind. Free to travel extensively.

London 071-973 0889
Manchester 061-941 3818

Selector Europe
A Spencer Stuart Company

Please reply, enclosing full details to:
Selector Europe, Ref F2420411,
16 Connaught Place,
London, W2 2ED.
071-973 0889

Group Financial Controller

C. London £50,000-£70,000+ Car & benefits

Our client is a successful and long established Group owning high value property in London, the UK and internationally. The Group operates in the development, management and investment fields and is run efficiently and profitably.

A Group Financial Controller is required who will report to the recently appointed Group Financial Director and be involved in all aspects of the accounting and financial management of the Group. The brief will include the development and enhancement of existing forecasting and budgetary reporting systems, to ensure the provision of timely and meaningful management information to support the Board's financial and commercial decisions. A key requirement will be the ability to manage and motivate a large accounting team during a period of change.

This is an important position with significant responsibilities. Candidates should be chartered accountants with considerable financial management experience gained at a senior level in 'blue chip' service companies or a major accounting firm. A proactive, energetic and personable individual, able to prioritise a wide range of tasks and remain calm under pressure and combining management skills with technical ability is needed. In addition to a competitive base salary, there is a particularly attractive benefits package.

Interested candidates should, in the first instance, send full career details including current remuneration, day and home telephone numbers to Anna Ponton at the address below.

KPMG Selection & Search
70 Fleet Street, London EC4A 1EU

STRATEGICALLY ORIENTED BUSINESS MANAGER

With an understanding of finance and consumer marketing

Up to £35,000, bonus + car

Central London

The application of rigorous accounting disciplines to the marketing function calls for an unusual mix of toughness and sensitivity; without the one you will be ineffective, without the other merely sullying. In this job, even those qualities will fail unless they are backed by genuine cerebral strength (it's a complex and multi-faceted business), helicopter vision and the ability and willingness to challenge "establishment" assumptions. This profitable and fast-growing household name company, with a current turnover in excess of £100 million, has an established reputation for the quality and effectiveness of its consumer marketing effort. A new position has been created, reporting to the Chief Executive, to bring discipline and commercial analysis to the sales budgeting process; further than that, however, the incumbent will be involved in the establishment and measurement of key financial criteria which impact upon the company's organisation, operation, investment and profitability. Ideal candidates will probably be qualified graduate accountants, who have built successful careers on a further business qualification and are now flourishing in a consumer marketing, marketing research or management consultancy environment, preferably with international ramifications. Success in this highly visible role, which calls for influential rather than authoritative inter-personal skills to be exercised at the highest level, will bring a Board appointment within reach: our candidates must patently have the potential to take advantage of the possibility. Please send full career details, quoting reference WE 1031, to Terry Ward, Ward Executive Limited, Academy House, 26-28 Sackville Street, London W1X 2QL. Tel: 071-439 4581.

**WARD EXECUTIVE
LIMITED**
Executive Search & Selection

Group Financial Controller

c £70,000 plus benefits

Central London

This is a very senior position at the Group Headquarters of one of the largest and most successful public companies in its field, with annual profits in excess of £70 million. The Group's interests extend throughout the world.

The Group Financial Controller will report to the Finance Director and be supported by a small, highly professional team. He or she will take full responsibility in a decentralised environment for financial control, management information systems, planning and budgeting and taxation worldwide. There will also be close personal involvement in acquisitions and the overseas territories.

Possibly aged 38-45 and certainly qualified accountants, candidates should demonstrate an

impressive track record in large, well-managed commercial or financial organisations. A blend of line management and head office experience would be a great advantage.

Salary is negotiable and a full range of benefits will be awarded.

Please write in confidence, enclosing career details and quoting reference 321/4, to Nigel Halsey, Managing Director, at the address below. Telephone 071 495 4446.

**The
Halsey Consulting Partnership**
34 Brook Street, Mayfair, London W1Y 1YA

Group Finance Director

Northamptonshire

to £45k + Car + Benefits

Our client is an established and successful medium sized plc, engaged in the manufacturing and merchandising of a wide range of products to a diverse client base. The Group is committed to maximising the profitability of its existing core activities as well as seeking to identify potential acquisitions and business opportunities.

As part of their ongoing commitment to profitable growth, they require a Group Finance Director to head a small Head Office team which is intimately involved with the trading subsidiaries. The Group Finance Director will be responsible for all aspects of the financial management of the Group, making a major contribution to the effective planning and control of all its activities.

Reporting to the Chief Executive, the incumbent will take a leading part in the

development of new systems providing detailed management information to both Group and Subsidiary boards.

Applicants will be qualified accountants, aged 35+. The ideal background will include plc exposure and involvement in mergers and acquisitions. Commercially aware, with an innovative, self confident nature, you will be able to demonstrate an ability to both suggest and implement change in every aspect of the business.

If you feel you have the appropriate skills and experience to enhance the Group's development, write, enclosing a current curriculum vitae, and quoting reference number OH120 to Oliver Howl ACA, Michael Page Finance Executive Division, Bennetts Court, 6 Bennetts Hill, Birmingham B2 5ST.

Michael Page Finance
International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

Financial Controller

Woking

c£33,000 + Car + Benefits

Our client, is a leading supplier of services to the offshore oil industry worldwide and part of a £billion turnover industrial and distribution group. As a result of expansion, both organically and by acquisition, they are currently looking to recruit a high calibre accountant.

Reporting to the Finance Director, you will be responsible for maintaining and developing effective financial and management accounting systems. To meet the needs of a global network of 100 cost centres, a sophisticated new computer system has recently been introduced which will provide you with direct links to the overseas Financial Controllers, thus

ensuring effective overall control.

ACA, ACCA or ACMA qualified, you will need an impressive record of business experience, ideally in an international company. This should have developed your skill in dealing with taxation and currency issues and made you familiar with PCs, DOS and Lotus 1-2-3. A talented man-manager, you are an articulate and persuasive communicator whose energy, enthusiasm and initiative is an inspiration to others.

If you are interested, send your C.V. to Richard Wright, Michael Page Finance, Cygnet House, 45-47 High Street, Leatherhead, Surrey KT22 8AG.

Michael Page Finance
International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

Finance Director

North Bucks

c£35,000 + Share Options + Car

Our client is a privately owned, £10m t/o company, engaged in the retail and distribution of luxury fashionwear on an international basis. Despite the current economic climate, the business is prospering and has ambitious development plans for a medium term flotation.

The Finance Director will assume total responsibility for the finance and MIS functions. The immediate brief is to install rapid and accurate computer-based systems, with particular emphasis on cash control and succinct management reporting. Medium term requirements will include full commercial involvement in the business, profit maximisation, liaison

with external professional advisers and steering the business through flotation.

Candidates, aged up to 37, should be qualified accountants with a broadly based track record of achievement, preferably gained in a service sector environment. The ability to contribute fully within a small, young management team, in a very fast moving environment, is essential.

Interested applicants should forward a comprehensive curriculum vitae, quoting ref: 2642 to Alan Dickinson, FCMA, Executive Division, Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.

Michael Page Finance
International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

**FINANCIAL CONTROLLER
LONDON****C. £33,000 + CAR
PROPERTY**

Following a major reorganisation of its financial management systems this West End based property group comprising listed investment company, surveyors and valuers, and private companies seeks to appoint a financial controller who will report at board level and lead an existing accounts team.

You will be a qualified accountant, age 30-35, with previous experience in this sector. The role will require a comprehensive understanding of property management accounting, both for tenants and landlords, as well as a good knowledge of the financial accounting requirements of listed and private property companies.

Using an integrated accounting software system designed for property companies and managing agents, you will be responsible for the supervision and control of the accounts department, and the management and financial information produced by it.

Candidates with appropriate experience should apply with detailed CV in strict confidence to: Julian Synett FCA c/o David Lewis & Partners, 76 Gloucester Place, London W1H 4DQ

Finance Director**To £40,000 + Car****Surrey**

■ Our client is a UK computer leasing and trading company with operations in France and the Netherlands and annual turnover in excess of £50 million.

■ A Finance Director is required to assume responsibility for all financial activities in Europe. This will include UK management and statutory reporting, tax and treasury, as well as European consolidations for onward reporting to the US.

■ The successful candidate will be a qualified accountant, preferably with computer leasing experience and will be capable of operating as part of the senior management team. A knowledge of US GAAP and international tax are prerequisites. In addition, strong treasury and foreign exchange management skills are required.

■ A dynamic working environment demands a creative and innovative approach and a desire to become an integral part of a successful, closely-knit team.

■ Please reply in confidence, quoting reference NM324, giving career and personal details to Nicolas Mabin at Ernst & Young Corporate Resources, 21 Conduit Street, London W1R 9TB.

ERNST & YOUNG**Finance Director Designate
- Devon**

Qualified Accountant required for autonomous manufacturing sub-group of major public company.

Reporting to the Group Managing Director the person appointed will succeed the existing Finance Director who retires in October and will have experience of preparing consolidated accounts for a group of about 300 people, which includes several North American subsidiaries. He will also act as Company Secretary and be responsible for group pensions, insurance, legal matters and certain aspects of personnel administration.

In addition to accounting and departmental responsibilities the position requires involvement in the general management and planning of the business which has grown both organically and by acquisition in recent years.

The successful applicant is likely to be in the age range of 30-45.

Remuneration negotiable circa £30,000 plus annual bonus, company car, medical insurance, contributory pension and life assurance schemes.

Written applicants including full C.V. and references to Box H8409, Financial Times, One Southwark Bridge, London SE1 9HL.

FINANCE DIRECTOR DESIGNATE

An excellent opportunity has arisen in an exciting and fast moving environment for an experienced Finance Director.

■ The Company Wholesale food and wine importer and distributor to the food service industry.

Based in Leeds with depots in Scotland and South East England. Looking to develop and expand.

■ The Position Total responsibility for all administrative and financial control of the group.

Review and improve administration control and reporting systems to help improve profitability.

Ad hoc projects.

Analysis of business performance and financial planning.

Report directly to Managing Director.

■ Qualifications Qualified accountant who is commercially orientated.

Good communication and management skills.

Ambitious with a 'hands-on' style and able to motivate.

Experienced in computer based systems.

Experience in the Distribution business preferable but not essential.

Please write, enclosing full CV to: Mrs D Thompson

T & L (Fine Food & Wine) Limited

Braithwaite Street, LEEDS LS11 9XE

**Company Accountant
Portugal**

A substantial UK based multi national, with operations throughout continental Europe, seeks a suitably qualified Accountant who will be responsible to the local Managing Director for all finance functions in the Portuguese subsidiary. Turnover is currently over £2m from three local Companies, and, there is the scope for considerable growth.

The products are building services and equipment.

Specific industry knowledge would be helpful, however, this is less important than experience of controlling accounting systems, preparing budgets, monthly reporting disciplines, and production of year end accounts.

Familiarity with accounting for multi site operations, introducing P.C. based systems, staff supervision, and taxation would be assets.

Fluency in English, Portuguese, and previous residence in Portugal are essential. There are career development opportunities for successful executives throughout the Group consequent on a policy of internal promotions.

An attractive salary and benefits package is available which includes a substantial basic salary and a bonus linked to Company performance.

Please apply by forwarding a summary of your career to date, including current salary to:-

Peter Jones, Peter Jones Personnel Services, 88 Kennel Ride, Ascot, Berkshire SL5 7NW. Telephone 0344 883787.

Peter Jones Personnel Services**Corporate Accountant
C £28,000 + Car + Benefits****Surrey**

This is a significant new appointment at the corporate HQ of a major international service industry PLC.

It calls for a qualified accountant to assist in all aspects of computerised financial and budgeting consolidations, tax computations and compliance matters as well as undertaking special projects and investigations.

Probably aged 26+ with excellent consolidation and accounting experience, which should include tax and VAT exposure, the technical ability and diligence to produce accurate detailed work must be combined with the breadth of vision and personality to enjoy a high profile role. Up to date knowledge of current accounting standards and practices both in the UK and overseas is necessary, as is thorough computer literacy. Commercial exposure in multi location and varied product situations is highly desirable, and a knowledge of a second European language would be an asset.

Conditions of employment are excellent as are career development prospects.

Please write in confidence to:
Executive 2000, Sutton Park House, 15 Carshalton Road,
Sutton, Surrey, SM2 4LE. Quoting ref: AC401.

**EXECUTIVE
2000
SEARCH AND SELECTION****DIRECTOR OF
FINANCIAL SERVICES**

Due to the forthcoming retail of the present incumbent we are currently seeking a Director of Financial Services, based in Edinburgh. The successful applicant, who must be a suitably qualified accountant, will be responsible for the control of all financial services within the National Trust for Scotland and will be a member of its management team.

Applicants should possess the experience and maturity to work at Senior level, have good leadership and communication skills and sound business awareness.

For a job description and application form please telephone or write to: The Personnel Department, The National Trust for Scotland, 5 Charlotte Square, Edinburgh EH2 4DU. Tel: 031-226 5922

Closing date: 3 May 1991

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for Scotland****UNADVERTISED VACANCIES?
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Connought Mainland**Taxation
Accountant****£22,268**

Following a restructuring within the Finance Department based at our Head office in Canterbury, a new post has been identified to provide for the development and management of all VAT and direct taxation systems throughout the Firm.

In addition to designing new systems, you will be responsible for training managers, staff and volunteers, negotiating with the VAT and Tax Offices and providing taxation advice in the planning of fundraising events.

You will need to be able to design and implement systems and communicate and train effectively at all levels. We anticipate that you will have experience of VAT and Corporation tax, computerised systems and a recognised accounting qualification, although we will consider individuals with extensive experience in this area of work with particular emphasis on VAT.

For further details and an application form please write to Jane Williams, SCF, 17 Grove Lane, London SE5 8RD.

Closing date: 18th April 1991.
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Richard Jones 071-873 3460 Teresa Keane 071-873 3199

DIRECTOR OF FINANCE

Quoted Company - S.W. London

**Package to £55,000
Prestige Car****A.C.A./F.C.A. ONLY (35-40)**

Northamber is the UK's largest high volume wholesale I.T. distributor with fully computerised management information systems and an exceptional record of strong sustained growth.

The role encompasses all the normal financial controls with full responsibility for the continuing growth and ongoing improvement of the company's internal management systems. Additionally, the role will also involve active participation in the company's development strategy.

The successful candidate will be either an ACA or FCA and already possess and have proven a very high level of commercial awareness in addition to the usual expected skills. Some previous FMCG experience would be helpful.

Please reply to D. Michaels

Northamber plc, Lion Park Avenue, Chessington KT9 1ST

Fax: 081 391 4739 Tel: 081 397 3060

**The
BODY SHOP
Skin & Hair Care Preparations****Franchise Finance Manager**

Every company is no more than the sum of its staff. At The Body Shop, we recognise that our employees are the reason why we are one of the most successful retailers in the U.K. Our staff are energetic, enthusiastic and committed to a better way of doing business; they value honesty, integrity and concern for one another - and the world around us.

We are looking for a qualified accountant, reporting to our General Manager - UK Franchising, to monitor, analyse, report and forecast the financial performance of the company's U.K. franchise business, and provide all-round financial advice and assistance to franchisees. UK franchised outlets number some 135.

With sound commercial experience, though not necessarily in retailing, the successful candidate should be management calibre and have a good knowledge of PC spreadsheets/database applications. Sharing the values of the company, the ideal applicant will probably be in their early to mid 30's, and possess excellent interpersonal and communication skills.

This position is based at The Body Shop's head office in Littlehampton, and on offer is a competitive salary and comprehensive reward package. Closing date for applications 18 April 1991. To apply, please write with c.v. including current salary, to Sue Cable, Company Relations Manager, The Body Shop International PLC, Hawthorn Road, Littlehampton, West Sussex.

Manchester c.£37,500+Car**Financial
Controller**

We are the Finance Division of one of the biggest commercial Groups in the country, and provide financial services ranging from banking to hire purchase and leasing. The Division comprises a number of companies of varying size and complexity, and turnover exceeds £700 million.

We are profitable and developing and our growth plans call for the appointment of a Divisional Financial Controller, who will take responsibility for all management and statutory accounting for the Division, and for all business information and control systems.

The successful candidate will be aged mid-30s upwards and a well-qualified, computer-familiar, Chartered Accountant. The holder of this newly-created post will have financial services industry experience. Importantly the incumbent will be able, and will be required, constructively to bring together the accounting functions of formerly independent companies, and will become a key member of the management team of the Division's consumer and corporate finance company.

We seek a practical, resilient, hands-on worker who has persuasiveness, professionalism, and dedication. The benefits package we offer in return will be appropriate to that of a major UK organisation.

Letters of application, together with C.V., salary progression and any other relevant data, should be sent without delay to Mr. P. L. Weigh, Company

Secretary, The Great Universal Stores PLC, P.O. Box 99, Universal House, Devonshire Street, Manchester M60 1XA, quoting reference P177.

**G.U.S. The Great
Universal
Stores PLC****Finance Director****HOME COUNTIES • CIRCA £50,000 PACKAGE + EXECUTIVE CAR**

One of the country's major contractors in building and civil engineering, our client's £300m business is enjoying significant success from close co-operation with its European £100m parent group. This commercially based opportunity arises through impending retirement, and continuing expansion means that the person appointed will develop an increasingly high profile.

Reporting to the Managing Director, the successful candidate will take responsibility for all aspects of the financial direction of the company within the strategies agreed at corporate level. From long term planning to cash flow forecasting, the emphasis will very definitely be on pro-active management and the development of a well-established team of regional Management Accountants and support staff of 40. Candidates will be qualified accountants, probably over 35, and ideally with construction industry experience, although a similar major project or contract background would be relevant. A high degree of computer literacy is paramount, in order to further develop existing systems.

The remuneration package includes a highly competitive base salary plus profit related bonus, together with an attractive range of executive benefits. Further career progression prospects are excellent for high achievers with general management ambition.

Interested applicants (male or female) should send a detailed CV or ring for an application form on 0625 533364 (24 hours) quoting reference 1788/FT.

WICKLAND WESTCOTT**W**

HUMAN RESOURCE CONSULTANTS
Emerson Court, Alderley Road,
Wilmslow, Cheshire SK9 1NX.
Telephone (0625) 532446

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